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ABSTRACT

Desegregation progress under the "Maryland Plan for Completing the Desegregation of the Public Postsecondary Institutions in the State," which spanned from 1974 to 1980, is reviewed. The community college segment and the state college and university segment have met their 1980 projected ranges, but as a segment, the University of Maryland fell short of the 1980 goal. Only the Baltimore campus of the University of Maryland met its individual campus 1980 goal. The historically white schools achieved a black enrollment that was 14.3 percent of all undergraduates, while the historically black institutions, with a black enrollment of 89.3 percent, failed to decrease their black enrollment to the 65-69 percent projected ranges for 1980. Data are presented on trends in graduate school and professional school enrollment by race; headcount enrollment by institution by race; trends in full-time and part-time enrollment by race; trends in the distribution of black full-time undergraduates among groups of institutions; and trends in first-time, full-time black enrollment. Data are also presented on degrees awarded by race and degrees awarded at traditionally white and traditionally black institutions, degrees awarded by race and subject area; noninstructional staff by race, full-time faculty by rank and race, and expenditures for desegregation by college and sectors. The 1974 desegregation plan is outlined in terms of objectives and policies. Overall, 14 of 22 predominantly white institutions reached the 1980 ranges of black population, and black students account for 21.3 percent of full-time undergraduate enrollment in public institutions. (SW)

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SEVENTH ANNUAL DESEGREGATION STATUS REPORT

THE PROGRESS OF DESEGREGATION IN MARYLAND'S PUBLIC POSTSECONDARY EDUCATIONAL INSTITUTIONS 1974-1980

MARYLAND STATE BOARD FOR HIGHER EDUCATION
16 Francis Street
Annapolis, Maryland 21401

MAY, 1982

U.S. DEPARTMENT OF EDUCATION
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TABLE OF CONTENTS

		PAGE
FOREWORD		v
CHAPTER		
I	DESEGREGATION PROGRESS: AN ASSESSMENT	1
II	DESEGREGATION IN MARYLAND PUBLIC HIGHER EDUCATION	7
III	DESEGREGATION TRENDS: 1976-80	13
IV	DESEGREGATION FUNDING	49

FOREWORD

The State Board for Higher Education has prepared this report to review desegregation progress under the Maryland Plan for Completing the Desegregation of the Public Postsecondary Institutions in the State which spanned the years from 1974 to 1980. In the sequence of reports issued under this plan, this report is the "Seventh Annual Desegregation Status Report." However, because this report is the last under the 1974 Plan, the Division of Institutional Approval and Evaluation/Equal Educational Opportunity has included a fuller discussion of desegregation progress than is normally included in an annual report.

This report was prepared by Ms. Cheryl Johnson and Dr. Joseph Durham of the Division of Institutional Approval and Evaluation/Equal Educational Opportunity; Chapter 3 was written by Mr. Javier Miyares of the Division of Research, Planning, and Information Systems, and Chapter 4 was written by Dr. Mary McKeown of the Division of Finance and Facilities.

Sheldon H. Knorr
Commissioner

CHAPTER I

DESEGREGATION PROGRESS: AN ASSESSMENT

Taken in the aggregate, the public institutions of Maryland have made substantial progress in some areas of desegregation and not much progress in some other areas.

Maryland was one of the ten states originally cited in the Adams case. After a series of cases, the suit Lee vs. HEW was remanded in 1978 by the U.S. Circuit Court of Appeals to Judge Edward Northrop of the U.S. District Court. The final outcome is still pending.

The Maryland Plan for the Desegregation of Public Postsecondary Education Institutions in the State was developed in 1974. This Plan set 1980 goals for faculty and student enrollment, membership of governing boards, and committed the State to the implementation of specific policies for the purpose of achieving the total untegration of the public institutions of higher education.

Under the auspices of the State Board for Higher Education and its predecessor, the MCHE, progress has been made in the attainment of many of the 1980 projections referred to in the Desegregation Plan. For example, 14 of 22 predominantly white institutions have reached the 1980 ranges of black population. Also, black students account for 21.3% of full-time undergraduate enrollment in the public institutions.

Enrollment

In the area of undergraduate accessibility, as noted elsewhere in this Report, fourteen public institutions have reached or exceeded the enrollment ranges projected for the 1980's for all undergraduate students. The community college segment and the state college and university segment have met their 1980 projected ranges. As a segment, the University of Maryland fell short of the 1980 goal. Only the UMBC campus met its individual campus 1980 goal. Taken as a whole, the historically white institutions achieved a black enrollment which was 14.3% of all undergraduates, thus exceeding the 13-14% projected range established for 1980. The historically black institutions with a black enrollment of 89.3% by contrast, failed to decrease their black enrollment to the 65-68% projected ranges for 1980.

Enrollment of black students continues to be a problem. One aspect of the problem is the fluctuating nature of black enrollment since 1974 as shown by the following statistics:

Black Undergraduate Enrollment

Year	No. of Students	Percent of Total Enrollment
1974	13,728	18.0
1975	16,599	20.0
1977	19,058	22.1
1978	17,645	21.3
1979	18,477	21.8
1980	17,931	21.1

Another facet of the enrollment problem is the retention of black students. The State Board for Higher Education has been monitoring retention and attrition rates since 1977. As shown below, black students have a different rate than white students.

Still another facet of the enrollment problem relates to the drawing power of black institutions in attracting white students in order to achieve the 1980 projections. As of now, each of the four predominantly black institutions is far from achieving the 1980 projections. Not only does this have a bearing on the predominantly white institutions, since all institutions are recruiting from principally the same sources, it also has a bearing on the philosophical question of the survival of the historically black institutions. The thorny dilemma of how the State can insure the desegregation of white institutions and at the same time insure the survival and enhancement of the historically black institutions is still unsettled. The black institutions, unquestionably, have been and are, valuable assets both for the State and the Nation.

Since freedom of choice operates in the selection by students of the colleges and universities which they attend, program placement is an important factor in the desegregation process. The placement of major, high demand new programs at black institutions may increase their attractiveness for all students. Moreover, these institutions must receive the required human and material resources, so that they will be perceived as institutions of quality and excellence.

RETENTION RATES* OF FIRST-TIME, FULL-TIME FRESHMEN
AT MARYLAND PUBLIC FOUR-YEAR INSTITUTIONS

	RETENTION RATES -- FRESHMEN CLASS OF:		
	1977	1978	1979
A. All Freshmen			
Re-enrolled in:			
Second Year	71%	73%	73%
Third Year	55	57	-
Fourth Year	49	-	-
B. Black Freshmen			
Re-enrolled in:			
Second Year	61%	66%	64%
Third Year	46	47	-
Fourth Year	39	-	-
C. White Freshmen			
Re-enrolled in:			
Second Year	74%	75%	75%
Third Year	58	60	-
Fourth Year	53	-	-
D. Female Freshmen			
Re-enrolled in:			
Second Year	71%	73%	73%
Third Year	54	55	-
Fourth Year	48	-	-
E. Male Freshmen			
Re-enrolled in:			
Second Year	71%	73%	72%
Third Year	56	58	-
Fourth Year	51	-	-

* Retention rates are based on students re-enrolling in the same institution where they first enrolled.

The designation of Morgan State University as a doctoral level institution, the proposal to commence legal education at Bowie State College, and the establishment of new programs in environmental science and hotel-motel management at UMES are examples of assigning programs of significance and substance to formerly black campuses. Not only must initiatives of this kind continue, but these institutions must be funded at a level that will allow the new programs to be maintained and flourish.

Graduate and first-professional enrollments among black students is another aspect of concern. Black graduate enrollment in the state college segment has declined from 39% of total graduate enrollments in 1975 to 30% of the 1980 total graduate enrollment. In the University segment black graduate enrollment increased from 4% of total graduate enrollment in 1975 to 6.1% of total graduate enrollment in 1980.

First-professional enrollment among blacks at UMAB decreased slightly from 8.5% total enrollment in 1975 to 8.1% in 1980 of total enrollment. At the University of Baltimore, where the first-professional enrollment is in the Law School only, blacks comprised 3.5% of the total enrollment; by 1980, they accounted for only 2.8% of the total Law School population.

Other Race Employment

The Maryland Plan did not set specific numerical goals for other race employment. Rather, it stated that "...it is the objective of the State that special efforts be made to recruit and hire larger percentages of eligible minority persons into faculty and administrative positions... The goal is to have a representative number of other race faculty at each institution, based on instructional needs and availability of suitable candidates, defined within the concept of the role of that institution."

Three parameters limit other race employment in higher education at the administrative, faculty and professional level:

A. Availability

The effects of past history have resulted in a much smaller number of minorities with sufficient education to take their places as higher education faculty and administrators as compared with whites, not only in total numbers, but also in terms of percentage of their own race.

B. Stability

After the rapid growth period of the 1960's, higher education is experiencing little if any growth. A reduction in number of students is expected in the State during the 1980's. In a period of no growth, fewer new employment opportunities are available. As this is a national problem, the usual turn-over rate of personnel moving on to other institutions has also decreased. The no growth situation is especially acute in the academic disciplines with traditionally high numbers of qualified blacks: Education and the Social Sciences. New retirement laws assigned to eliminate age discrimination will also have the effect of limiting new opportunities for employment which might have been otherwise available to minorities.

C. Competition

The academic disciplines experiencing growth (i.e., Business and Engineering), are precisely the areas with traditionally small numbers of qualified blacks. A keen competition for the qualified blacks in these areas has ensued. This competition in higher education has been compounded by competition from the private sector, which generally is able to offer better remuneration.

While the faculty at predominantly black institutions is largely desegregated, and the predominantly white institutions have increased other race faculty and administrators, serious problems remain. Black administrators and faculty are clustered in the predominantly black institutions. In 1980, 78% of the administrators in black schools were black, while only 8% of the administrators in white schools were black. Fifty-five percent of the tenured faculty in predominantly black schools were black in 1980, while only 2.6% of the tenured faculty in the predominantly white institutions were black and these tended to be concentrated in the lower academic ranks.

State Boards Associated with Higher Education

The racial composition of most of the public boards associated with higher education tend to reflect the Statewide proportion of black citizenry. The two notable exceptions were the Morgan Board of Regents which was 77% black and the St. Mary's College Board of Trustees which was 8.3% black.

The median black membership of statewide boards for Fall, 1979 was 22%; for the segmental boards it was 25%. Most of the local boards reflected the local population of their service area.

Financial Aid

In the historically black institutions students receive $52 per undergraduate FTE (vs. $47 for the historically white institutions). Blacks received approximately 28% of all state scholarship money awarded in 1978-1979.

Beyond 1980

In March of 1980, Commissioner Knorr appointed a new Task Force to update the Maryland desegregation plan. The new task force was composed of institutional representatives, legislative representatives, and public members. A member of the State Board for Higher Education was appointed as chairperson and staff services were supplied by SBHE staff.

As the new task force began its work, it was aware that there are areas of work which need further study. The number of white students in historically black institutions is declining. More needs to be done in placing black faculty and administrators in predominantly white institutions. Black admissions and enrollment in graduate and professional schools need to be increased. Black enrollment in areas of critical shortage: Engineering, Computer Science, and the hard sciences needs to be increased.

Implications

The desegregation problem presents several dilemmas. One is how to increase the "other race" presence in institutions which must draw on the same declining pool of students. The second dilemma is how to enhance the historically black institutions so that they do not bear a disportionate share of the desegregation burden, and remain viable in a unitary state system of higher education.

CHAPTER II

DESEGREGATION IN MARYLAND PUBLIC HIGHER EDUCATION

Introduction

The Maryland Plan for Completing the Desegregation of the Public Postsecondary Institutions in the State was accepted by the Office of Civil Rights in June 1974. The plan was developed by a biracial Task Force of twelve members appointed by the former Governor, Marvin Mandel.

The Maryland Plan outlined the commitments of the State to achieve desegregation by removing the vestiges of racial dualism from the State's public higher education institutions. Among these commitments was the charge given to the former Maryland Council for Higher Education to coordinate and monitor the implementation of the Plan through 1980 and beyond. This responsibility was assumed in 1976 by the State Board for Higher Education, as the successor to the Council.

The State Board for Higher Education believes that Maryland is in compliance with its 1974 plan for achieving desegregation. Steady progress has been made in achieving the major goals of the Plan. However, the implementation of the Plan has not been perfect and more needs to be done in order to effectuate its full and complete implementation. For example, the Plan set percentage ranges for black student enrollment in the public institutions of higher education to be reached by 1980. Fourteen of the twenty-two predominantly white colleges reached their 1980 projected ranges of black enrollment. Considered from another vantage point, the Fall, 1980 data show that black students comprised 21.1% of all full-time undergraduate students enrolled in the public institutions of higher education, while approximately 20.3% of the seniors who were graduated from Maryland high schools in May, 1979 were black.

Status and Progress in the Fulfillment of the Goals of the Maryland Desegregation Plan

The life of the 1974 Maryland Plan extended to June, 1980. One way to highlight what has been done in the fulfillment of the goals of desegregation is to cite the over-all commitments made by the State of

Maryland to the achievement of desegregation and to cite specific activities and developments under each major commitment. Each major commitment is presented in CAPITALS and the specific activities are listed under it.

I. Student Composition--General Objective and Policy

THE SEGMENT BOARDS AND INSTITUTIONS ARE REQUIRED TO TAKE STEPS TO ELIMINATE VESTIGES OF A DUAL SYSTEM IN PUBLIC POSTSECONDARY EDUCATION INSTITUTIONS, INCREASE THE PERCENT OF MINORITY AND OTHER-RACE STUDENT PRESENCE, AND PROVIDE FOR INCREASED PARTICIPATION OF MINORITY AND OTHER-RACE STUDENTS.

In the achievement of this general objective, the State Board for Higher Education has:

1. Published "An Inventory of Programs in Maryland's Public and Private Universities and Colleges."
2. Published "Admissions and Financial Aid Information for Public and Private Colleges and Universities in Maryland."
3. Improved and revised, in cooperation with the Segmental Advisory Committee, the Student Transfer Policy.
4. Evaluated student retention. The institutions and segments have been encouraged to develop educational practices and procedures for improving the retention of students. The institutions have reported on these efforts, annually, in the Midyear Desegregation Status Reports.
5. Increased the other-race presence by the institution of the Minority/Other Race Internship Program and the Other Race Grant Program for graduate and professional students.
6. Used the State budget process as a means to achieve greater support for desegregation efforts. Desegregation expenditures accounted for 2.90 percent of the State funds expended by higher education in FY 1978 and FY 1979 and for 2.92 percent of FY 1980 appropriation. A wide variety of personnel at the institutions is supported by desegregation funds: counselors, recruitment officers, special program directors, and integration coordinators.

7. Promoted minority admission and counseling through the publication of a brochure/wall chart which identifies and locates the various postsecondary institutions in the State. The State Department of Education cooperated in the distribution of the brochure by making it available to over 75,000 high school seniors.

II. Employment Composition--General Objective and Policy

ALL SEGMENTS OF THE STATE'S PUBLIC POSTSECONDARY EDUCATION INSTITUTIONS ARE TO TAKE AFFIRMATIVE ACTION REGARDING THE RECRUITMENT, HIRING, PROMOTION AND TRAINING OF MINORITY AND OTHER-RACE PERSONS AND ALSO TAKE STEPS TO BRING ABOUT GREATER PARTICIPATION OF MINORITY AND OTHER-RACE PERSONS IN THE AFFAIRS OF THE INSTITUTION.

In the achievement of this general objective, the State Board for Higher Education has:

1. Monitored the recuitment and employment of eligible minority faculty and administrators. It should be noted, however, that the Maryland Plan did not establish numerical goals for faculty desegregation. At the time the Plan was developed, it was felt that the institutions and the segments rather than the Board should "establish timetables for the development and implementation of programs to bring about a better racial balance of faculty and administrators within a reasonable period of time."
2. Drew up guidelines for facilitating a voluntary, inter-system faculty and administrator exchange program. The exchange program was initiated in 1977 and a few placements were made. This program did not survive because the participants felt that the financial incentives involved were not attractive. During FY 1979 no exchanges were made; subsequently, no funds were allocated for the program in FY 1980.
3. Established the Central Placement Bureau. The Central Placement Bureau was designed to disseminate knowledge about available positions in Maryland institutions. At the outset, two publications were issued. A Candidate Listing provided information on persons who were seeking emplyment. The second publication, a Vacancy Listing, announced positions which the institutions desired to

fill. The Candidate Listing resulted in few persons being employed and was discontinued. Publication of the Vacancy Listing has been discontinued also.

4. Established a central repository for institutional Affirmative Action plans, Title IX evaluations, and plans to comply with the provisions of Section 504 Regulations.
5. Reported annually statistics on the number and percentage of minority and other-race faculty and administrators hired and the racial and sexual composition of all governing and coordinating boards in postsecondary education.

III. Financial Aid--General Objective and Policy

BOARD AND INSTITUTIONS MUST ASSUME RESPONSIBILITY FOR REQUESTING THE NECESSARY FINANCIAL AID FUNDS AND OTHER-RACE GRANTS TO SUCCESSFULLY ATTRACT MINORITY AND OTHER-RACE STUDENTS.

In the achievement of this objective, the State Board has:

1. Supported reform of the State scholarship system, especially financial aid reforms contained in the Governor's Task Force on Student Financial Aid Reform.
2. Published data in annual reports on types and amount of financial aid awarded to undergraduate and graduate students.
3. Supported the legislative effort to award financial aid to students enrolled in the State's proprietary schools.

IV. Administrative Coordination--General Objective and Policy

THE CHIEF EXECUTIVE OFFICFR OF EACH INSTITUTION IS RESPONSIBLE FOR INITIATING AND CARRYING OUT ACTIVITIES TO SUCCESSFULLY DESEGREGATE HIS INSTITUTION'S STUDENT BODY, FACULTY, ADMINISTRATION AND STAFF AND TAKE WHATEVER STEPS ARE APPROPRIATE TO ELIMINATE VESTIGES OF A DUAL SYSTEM OF POSTSECONDARY PUBLIC EDUCATION.

In the achievement of this general objective, the State Board for Higher Education has:

1. Prepared Annual and Mid-Year Desegregation Status Reports on the implementation of the Maryland Plan.
2. Requested adequate budget for the support of desegregation efforts.

3. Requested financial support in order to reinstitute the Faculty-Administrator Exchange Program.
4. Requested funding for the establishment of "Other Race" chairs.
5. Requested funding for a conference on Equal Educational Opportunity.
6. Submitted to the Office of Civil Rights (February and August) reports that are required by law.
7. Requested from the institutions and segments student data as required by the HEGIS and budget cycles.
8. Conducted studies of retention and progression of full-time, first-time undergraduate students by race.
9. Studied the impact of academic programs on the racial composition of student enrollments.
10. Conducted an assessment of recruitment strategies for other race graduate and professional school candidates.
11. Promoted the enhancement of the role and image of the black institutions in the State. The designations of Morgan State University as a doctoral level institution, the proposal to commence legal education at Bowie State College, and the establishment of new programs in environmental science and hotel-motel management at UMES have received strong support from the Board.

V. Program Cooperation--General Objective and Policy

THE INSTITUTIONS AND THEIR BOARDS ARE REQUIRED TO SUBMIT NEW DEGREE PROGRAM PROPOSALS TO THE STATE BOARD FOR HIGHER EDUCATION FOR REVIEW. SUCH A PROCEDURE IS REQUIRED IN ORDER TO MINIMIZE PROGRAM DUPLICATION, AND PROVIDE FOR QUALITY ASSESSMENT OF PROGRAMS AS THEY RELATE TO THE OBJECTIVES OF THE STATE'S DESEGREGATION PLAN.

In the achievement of this general objective, the State Board for Higher Education has:

1. Required the submission of desegregation impact statements from institutions and/or segments when new academic proposals and requests for new facilities are submitted. These impact statements are evaluated. A negative evaluation on either a program proposal or a facilities request delays further

consideration of the request. Desegregation impact statements are also required with proposals to close all facilities, establish new institutions and/or close old institutions or modify admissions standards.

2. Negotiated with institutions when program proposals were questionable in regard to program duplication.

VI. Programmatic Goals/Projections of Racial Composition, Timetables--General Objective and Policy

ALL INSTITUTIONS AND BOARDS ARE REQUIRED TO SUBMIT PROJECTIONS AS REQUIRED.

In the achievement of this general objective, the State Board for Higher Education has:

1. Published data indicating the degree of progress made by institutions in reaching 1980 projections. Reports have designated institutions which had achieved 1980 goals, those that were close to the realization of the goals, and those institutions whose realization of the 1980 projections seemed remote.
2. Collected institutional Affirmative Action plans.
3. Participated in the resolution of conflicts that pertain to desegregation and equal opportunity.

VII. Monitoring Mechanisms--General Objective and Policy

ALL INSTITUTIONS ARE REQUIRED TO SUBMIT AFFIRMATIVE ACTION PLANS AND MONITORING DATA AS SPECIFIED BY SBHE.

In order to facilitate the achievement of this objective, the State Board for Higher Education has:

1. Collected and analyzed voluminous data related to desegregation and equal educational opportunity.
2. Prepared longitudinal studies of minority participation in higher education.
3. Analyzed institutional reports contained in the Midyear Desegregation Studies.
4. Developed a standardized format for institutional reports.

CHAPTER III

DESEGREGATION TRENDS: 1976-1980

During the life of the 1974 Plan, certain data were considered as indices of progress in desegregation. The data in this chapter summarizes trends in Enrollment, Degrees Granted, Employees, and the racial composition of Boards Associated with Higher Education. The data (with the exception of Degrees Granted) were collected by the State public post-secondary institutions at the beginning of the Fall semester. The Degrees Granted data cover the time span from July 1 of one year to June 30 of the following year.

Each section is preceded by a short description of the tables which highlight the main points. All tables are of the summary-type.

ENROLLMENT

Trends in Enrollment by Race - Full Time Undergraduates

Table 1a shows the trends in full-time undergraduate enrollment by race at each public institution for 1975, 1978 and 1980. Also included are the 1974 Desegregation Plans' 1980 goals. In Fall 1975, the State's public higher education institutions reported 16,599 (20.0%) black students enrolled as full-time undergraduates. By the Fall of 1980, the State's public higher education institutions reported 17,931 (21.1%) black students enrolled as full-time undergraduates. As an aggregate the State's public higher education institutions have achieved the 1980 goal established by the 1974 Desegregation Plan.

As of Fall 1980, 11 of the 15 predominantly white community colleges with goals (Wor-Wic was not in existence when the Plan was developed) reached or exceeded their 1980 goals. As a segment, the community colleges have achieved the goal established by the 1974 Desegregation Plan.

Among the historically white State colleges and universities, by Fall 1980, Frostburg and the University of Baltimore had reached or exceeded their 1980 goals. By Fall 1980 none of the three historically black State colleges and universities had achieved their 1980 goals. Although the percentage of black full-time undergraduate enrollment at these three institutions increased since 1975, the number of black full-time undergraduate students and the total number of full-time undergraduate students declined.

As a segment, the State colleges and universities missed achieving the 1980 goal by one percentage point.

Among the historically white University of Maryland campuses, UMBC has reached its goal. The percentage of black full-time undergraduate enrollment at UMES, the historically black campus of the University of Maryland, has increased since 1975. As a segment the University of Maryland did not achieve its 1980 goal.

Trends in Enrollment by Race - Full-Time Graduates and First Professionals and First Professionals Full- and Part-Time by Program

Table 1b shows the trends in full-time graduate and first professional enrollments combined by institution and race for the years 1975, 1978 and 1980. Also included are the 1974 Desegregation Plan's 1980 goals. Of the 7,389 full-time graduate and first professionals reported in 1975, 756 (10.2) were black. By Fall 1980, of the 7,069 full-time graduate and first professional students reported, 629 (8.9%) were black. Neither at the statewide aggregate nor at the segmental level were the 1980 goals achieved. From 1975 to 1978 some progress in enrolling black students in the professional schools was achieved (from 6.7% in 1975 to 7.0% in 1978) see Table 1c. However, by 1980 black enrollment had reverted to the 1975 levels in every professional school except the University of Maryland Law School.

Headcount Enrollment by Institution by Race

Table 1d shows the total enrollment (undergraduates, graduates, and first professionals; full- and part-time), for the State's public higher education institutions for the years 1975, 1978 and 1980. In Fall 1975, 31,022 (17.6) of the 176,193 students were black. There were 195,057 students enrolled in Fall 1980, 36,307 (18.6) of whom were black.

Trends in the Distribution of Black Full-Time Undergraduate Among Groups of Institutions

Table 1e shows trends in the distribution of the black full-time undergraduate enrollment among the community colleges, the historically black four-year institutions and the historically white four-year institutions. The community colleges' share of the black enrollment Statewide increased from 23.9% in 1974 to 35.2% in 1980. The historically black four-year

institutions' share decreased from 50.5% to 38.0% over the same period. The historically white four-year institutions' share of the black enrollment increased from 25.6% in 1974 to 26.9% in 1980. Considered from another perspective , from 1974 to 1980 the community colleges increased their enrollment of black full-time undergraduates by 93% and the historically white institutions by 39%, while the historically black institutions' remained stable. From yet another perspective, the enrollment of black full-time undergraduates increased in the 6 years of the life of the Plan by 32%, all the growth occurring in the community colleges and the historically white institutions.

Trends in First-Time, Full-Time Black Enrollment

Table 1f shows the trends in the proportion of blacks among total first-time full-time students by institution from 1976 to 1980. As a reference, the proportion of black graduates from the State public high schools is shown for years 1977 to 1980.

Table 1a

TRENDS IN ENROLLMENT BY RACE
Full-Time Undergraduates

Institution	1975 Total	1975 Black	1975 %Black	1978 Total	1978 Black	1978 %Black	1980 Total	1980 Black	1980 %Black	1980 Goals[1] %Black
Community Colleges										
Allegany	1,080	21	1.9	1,179	24	2.0	1,172	24	2.0	2%
Anne Arundel	2,202	119	5.4	2,064	134	6.5	2,219	171	7.7	13%
Catonsville	2,862	301	10.5	2,545	491	19.3	2,604	571	21.9	5%
Cecil	556	43	7.7	280	16	5.7	314	27	8.6	7%
Charles	674	46	6.8	890	79	8.9	939	92	9.8	34%
Chesapeake	299	56	18.7	419	66	15.8	478	70	14.6	30%
Comm. College of Baltimore	3,596	2,750	76.5	3,540	2,797	79.0	3,657	2,656	72.6	71%
Dundalk	720	79	11.0	573	77	13.4	434	62	14.3	5%
Essex	2,978	102	3.4	2,631	208	7.9	2,497	255	10.2	5%
Frederick	578	28	4.8	765	21	2.7	701	48	6.8	10%
Garrett	196	0	-	271	7	2.6	354	17	4.8	0%
Hagerstown Jr.	876	50	5.7	865	64	7.4	852	85	10.0	5%
Harford	1,199	113	9.4	1,030	100	9.7	1,296	150	11.6	9%
Howard	520	107	20.6	601	82	13.6	675	85	12.6	12%
Montgomery	5,853	328	5.6	5,631	433	7.7	6,138	565	9.2	7%
Germantown	-	-	-	200	10	5.0	301	9	3.0	
Rockville	4,827	188	3.9	4,313	208	4.8	4,630	226	4.9	
Takoma Pk	1,026	140	13.6	1,118	215	19.2	1,207	330	27.3	
Prince George's	3,970	873	22.0	4,304	1,332	30.9	4,439	1,413	31.8	26%
Tur-Wic Tech.	-	-	-	160	50	31.3	209	62	29.7	NA
All Community Colleges	28,159	5,016	17.8	27,748	5,981	21.6	28,978	6,353	21.9	17%
State Colleges										
Bowie	1,649	1,334	80.9	1,303	1,057	81.1	1,292	1,075	83.2	51-52%
Coppin	2,044	1,792	87.7	2,041	1,894	92.8	1,832	1,722	94.0	73-80%
Frostburg	2,774	165	5.9	2,863	186	6.5	2,839	242	8.5	6- 8%
Morgan	4,190	3,767	89.9	3,711	3,402	91.7	3,722	3,411	91.6	73-77%
Salisbury	2,442	174	7.1	2,827	226	8.0	2,879	233	8.1	11-12%
St. Mary's	1,011	52	5.1	1,097	73	6.7	1,105	58	5.2	13-14%
Towson	8,353	726	8.7	9,226	1,098	11.9	9,633	1,133	11.8	14-16%
Univ. of Baltimore	1,140	285	25.0	1,056	234	22.2	1,007	235	23.3	16-17%
All State Colleges	23,603	8,295	35.1	24,124	8,170	33.9	24,309	8,109	33.4	34-36%
University of Maryland										
UMAB	1,517	113	7.4	1,139	113	9.9	1,159	81	7.0	14-18%
UMBC	4,930	886	18.0	4,397	869	19.8	4,637	853	18.4	18-20%
UMCP	24,026	1,644	6.8	24,664	1,785	7.2	25,100	1,885	7.5	13-16%
UMES	871	645	74.1	882	727	82.4	831	650	78.2	50-60%
UMUC	-	-	-							
All Univ. Md.	31,344	3,288	10.5	31,082	3,494	11.2	31,727	3,469	10.9	16-19%
Historically White Inst.	74,352	9,061	12.2	75,017	10,565	14.1	77,337	11,073	14.3	13-14%
Historically Black Inst.	8,754	7,538	86.1	7,937	7,080	89.2	7,677	6,858	89.3	65-68%
All Institutions	83,106	16,599	20.0	82,954	17,645	21.3	85,014	17,931	21.1	21-23%

[1] Source: Governor's Desegregation Task Force

Table 1b

TRENDS IN ENROLLMENT BY RACE
FULL-TIME GRADUATES AND FIRST-PROFESSIONALS

Institution	1975 Total	1975 Black	1975 % Black	1978 Total	1978 Black	1978 % Black	1980 Total	1980 Black	1980 % Black	1980 Goals[1] % Black
Bowie State College	13	7	53.8	51	18	35.3	57	19	33.3	
Coppin State College	301	184	61.1	71	58	81.7	75	59	78.7	
Frostburg State College	18	1	5.6	96	3	3.1	73	2	2.7	
Morgan State College	196	135	68.9	158	96	60.8	151	71	47.0	
Salisbury State College	35	5	14.3	41	5	12.2	40	4	10.0	
Towson State University	159	11	6.9	151	16	10.6	131	13	9.9	
University of Baltimore										
- Graduate	215	19	8.8	131	33	25.2	227	58	25.6	
- First-Professional	833	29	3.5	786	25	3.2	802	22	2.7	
UMAB										
- Graduate	720	82	11.4	670	51	7.6	662	42	6.3	
- First-Professional	1,949	166	8.5	1,995	164	8.2	2,013	164	8.1	
UMBC	94	1	1.1	93	6	6.5	128	4	3.1	
UMCP	2,856	116	4.1	2,563	123	4.8	2,706	170	6.3	
UMES	-	-	-	-	-	-	4	1	25.0	
State Colleges & Universities[2]	937	362	38.6	699	229	32.8	754	226	30.0	17-20%
University of Maryland[3]	2,950	117	4.0	2,656	129	4.9	2,834	174	6.1	9-13%
Professional Schools[4]	3,502	277	7.9	3,451	240	7.0	3,477	228	6.6	14-18%
All Institutions[5]	7,389	756	10.2	6,806	598	8.9	7,069	629	8.9	12-16%

1 Source: Governor's Desegregation Task Force; 1980 Goals are not available by institutions.

2 State Colleges and Universities totals exclude the University of Baltimore Law School.

3 UMBC and UMCP.

4 Professional Schools totals include University of Maryland at Baltimore (both graduate and first-professional), and the University of Baltimore Law School.

5 1980 totals include UMES.

Table 1c

TRENDS IN ENROLLMENT BY PROGRAM BY RACE
FIRST-PROFESSIONALS
FULL- AND PART-TIME

	1975			1978			1980		
	Total	Black	% Black	Total	Black	% Black	Total	Black	% Black
1204 Dentistry	526	31	5.9	528	37	7.0	531	29	5.5
1206 Medicine	669	35	5.2	702	45	6.4	715	39	5.5
1401 Law									
- University of Baltimore	833	29	3.5	982	36	3.7	886	25	2.8
- UMAB	975	107	11.0	794	92	11.6	778	102	13.1
- Total	1,808	136	7.5	1,776	128	7.2	1,664	127	7.6
All First-Professional	3,003	202	6.7	3,006	210	7.0	2,910	195	6.7

Table 1d

SUMMARY OF ALL STUDENTS ENROLLED - FALL 1975, 1978, AND 1980
(UNDERGRADUATES, GRADUATES AND FIRST-PROFESSIONALS; FULL AND PART-TIME)

Institution	1975 Total	1975 Black	1975 % Black	1978 Total	1978 Black	1978 % Black	1980 Total	1980 Black	1980 % Black
Community Colleges									
Allegany	1,629	26	1.6	1,791	33	1.8	1,844	30	1.6
Anne Arundel	5,668	333	5.9	6,502	444	6.8	7,388	497	6.7
Catonsville	9,905	960	9.7	11,012	1,482	13.5	11,517	1,572	13.6
Cecil	1,376	65	4.7	1,209	47	3.9	1,184	65	5.5
Charles	2,112	192	9.1	3,462	344	9.9	4,084	365	8.9
Chesapeake	717	95	13.3	1,468	139	9.5	1,634	136	8.3
Com.Coll of Balto	9,656	7,038	72.9	8,253	6,319	76.6	9,451	6,629	70.1
Dundalk	2,092	162	7.8	2,324	174	7.5	2,213	181	8.2
Essex	8,726	253	2.9	9,774	449	4.6	9,403	528	5.6
Frederick	1,775	106	6.0	1,731	64	3.7	2,103	111	5.3
Garrett	447	0	-	565	7	1.2	653	18	2.8
Hagerstown Jr.	1,924	85	4.4	2,244	113	5.0	2,242	152	6.8
Harford	3,181	244	7.7	3,674	249	6.8	4,180	336	8.0
Howard	1,946	286	14.7	2,387	242	10.1	3,042	290	9.5
Montgomery									
- Germantown	189	16	8.5	1,254	52	4.1	1,923	64	3.3
- Rockville	11,161	516	4.6	11,208	596	5.3	12,054	602	5.0
- Takoma Park	2,557	386	15.1	2,927	653	22.3	3,737	1,028	27.5
Prince George's	11,316	2,966	26.2	13,828	4,707	34.0	13,747	4,886	35.5
Wor-Wic Tech.	-	-	-	462	116	25.1	627	134	21.4
All Community Colleges	76,377	13,729	18.0	86,075	16,230	18.9	93,026	17,624	18.9
State Colleges									
Bowie	3,098	1,938	62.5	2,722	1,642	60.3	2,757	1,699	61.6
Coppin	2,896	2,446	84.5	2,874	2,597	90.4	2,541	2,309	90.0
Frostburg	3,646	175	4.8	3,651	205	5.6	3,662	259	7.1
Morgan	5,583	4,754	85.2	5,209	4,561	87.6	5,050	4,471	88.5
Salisbury	3,748	276	7.4	4,361	370	8.5	4,318	419	9.7
St. Mary's	1,252	71	5.7	1,298	91	7.0	1,349	73	5.4
Towson	14,355	1,174	8.2	15,292	1,673	10.9	15,528	1,670	10.8
University of Baltimore	5,974	871	14.6	5,397	883	16.4	5,350	989	18.5
All State Colleges	40,552	11,705	28.9	40,804	12,022	29.5	40,555	11,889	29.3
Universities									
UMAB	4,635	401	8.7	4,724	439	9.3	4,848	383	7.9
UMBC	5,631	964	17.1	5,396	1,056	19.6	6,307	1,044	16.6
UmCP	35,995	2,232	6.2	36,905	2,574	7.0	37,864	2,836	7.5
UMES	1,102	783	71.1	1,057	830	78.5	1,073	798	74.4
UMUC	11,901	1,208	10.1	11,728	1,617	13.8	11,384	1,733	15.2
All Univ. Md.	59,264	5,588	9.4	59,810	6,516	10.9	61,476	6,794	11.1
Historically White Inst.	163,514	21,101	12.9	174,827	25,138	14.4	183,636	27,030	14.7
Historically Black Inst.	12,679	9,921	78.2	11,862	9,630	81.2	11,421	9,277	81.2
All Institutions	176,193	31,022	17.6	186,689	34,768	18.6	195,057	36,307	18.6

Table 1e

TRENDS IN THE DISTRIBUTION OF BLACK FULL-TIME UNDERGRADUATES AMONG THE STATE PUBLIC HIGHER EDUCATION INSTITUTIONS

	1974		1980		6 Year
	N	%	N	%	% Change
Community Colleges	3,286	23.9%	6,353	35.2%	+93%
Historically Black Institutions	6,934	50.5%	6,858	38.0%	- 1%
Historically White Institutions	3,508	25.6%	4,859	26.9%	+39%
Total	13,728	100.0%	18,070	100.0%	+32%

Table 1f

TRENDS IN FIRST-TIME, FULL-TIME BLACK ENROLLMENT 1976 TO 1980

Institution	1976 % Black	1977 % Black	1978 % Black	1979 % Black	1980 % Black
Allegany C. C.	2.0	1.6	1.9	3.0	1.5
Anne Arundel C. C.	6.6	6.9	6.5	9.9	8.0
Catonsville C. C.	15.1	17.9	20.3	24.0	21.6
Cecil C. C.	8.9	7.1	7.2	9.0	12.6
Charles C. C.	8.4	12.5	7.2	12.8	13.2
Chesapeake C. C.	20.3	20.0	17.9	Not Reported	15.1
CCB	78.7	82.8	82.6	82.1	66.3
Dundalk C. C.	14.7	12.1	15.3	16.8	15.7
Essex C. C.	6.1	7.1	6.6	9.4	10.6
Frederick C. C.	3.6	3.0	3.7	7.1	7.0
Garrett C. C.	0.0	0.9	2.8	4.9	4.5
Hagerstown Jr. C.	7.4	11.1	6.2	11.0	9.9
Harford C. C.	11.6	10.1	8.8	12.7	13.8
Howard C. C.	15.9	13.2	13.4	13.9	11.7
Montg.-Rockville	4.5	6.4	5.0	6.2	5.2
Montg.-Takoma Park	14.8	21.1	23.9	26.6	35.3
Montg.-Germantown	-	-	7.2	3.8	2.8
PGCC	27.7	29.8	30.2	31.1	30.6
Wor-Wic Tech C. C.	38.6	46.4	26.0	27.5	31.7
Total C. C.	19.8	18.9	17.3	21.1	21.6

Institution	1976 % Black	1977 % Black	1978 % Black	1979 % Black	1980 % Black
Bowie State Coll.	91.4	90.3	91.9	92.7	90.4
Coppin State Coll.	93.7	98.5	96.0	96.4	95.8
Frostburg State Coll.	8.1	7.7	6.0	9.6	10.7
Morgan State Univ.	94.0	94.4	94.4	96.5	95.2
Salisbury State Coll.	9.4	9.5	8.4	8.4	9.6
St. Mary's Coll.	6.4	6.7	4.8	4.0	3.9
Towson State Univ.	13.4	14.0	12.4	12.3	14.4
Total State Colleges	38.2	36.4	35.4	36.2	35.2
UMBC	23.2	22.0	20.3	15.7	15.7
UMCP	8.8	9.0	7.9	7.4	8.9
UMES	81.8	85.2	86.2	84.9	81.2
Total UM	13.7	13.6	15.1	13.1	13.1
Hist. Black Inst.	92.4	93.6	92.8	93.9	92.6
Hist. White Inst.	11.5	11.3	10.1	9.6	17.0
All Institutions	22.1	21.4	20.9	22.4	22.3
Md. Public H.S. Graduates	Not Avail.	20.1	21.6	22.1	22.6

DEGREES AWARDED

Undergraduate Certificates and Degrees

The number of certificates awarded to blacks increased from 41 (9.5%) out of 433 in 1975 to 105 (11.7%) of 899 in 1980. In both years the largest number of black students received certificates in the Business and Commerce Technology field, (Table 2a).

Black students received 732 (10.3%) of the 7,077 Associate degrees awarded in 1975 and 1,122 (16.7%) of the 6,705 awarded in 1980. In 1975 transfer programs had the largest number of black degree recipients followed by Public Service Technology and Health Services and Paramedical Technology. In 1980 transfer programs had the largest number of black recipients followed by Business and Commerce Technology and Health Services and Paramedical Technology, (Table 2b).

The State public higher education institutions awarded 13,218 Bachelor's degrees in 1975. Of those 1,431 (10.8%) were awarded to black students. Of the 12,662 Bachelor's degrees awarded in 1980, 1,925 (15.2%) were awarded to black students. In 1975 the areas with the largest number of black recipients were Education, Social Sciences and Business and Management. In 1980 the areas with the largest number of black recipients were Business and Management, Social Sciences and Education, (Table 2c).

Graduate Degrees

Black students received 498 (16.5%) of the 3,020 Master's degrees awarded in 1975 and 390 (10.2%) of the 2,674 Master's degrees awarded in 1980. In 1975, the areas with the largest number of black recipients were Education, Public Affairs and Social Sciences. The areas with the largest number of black recipients in 1980 were Education, Public Affairs and Business, (Table 2d).

The State public higher education institutions awarded 400 Doctorate degrees in 1975; 10 (2.5%) were awarded to blacks. Of the 333 doctorate degrees awarded in 1980, 9 (2.7%) were awarded to blacks. Education was the area with largest number of black recipients in both years, (Table 2e).

Of the 812 first professional degrees in Dentistry, Medicine and Law awarded in 1975, 36 (4.4%) were awarded to blacks. In 1980, 49 (6.4%) of the 770 first professional degrees awarded were awarded to blacks. The largest number awarded to blacks was in Law for both years, (Table 2f).

Degrees by Race of Institution

While in 1975 only 28% of the black Bachelor's degree recipients graduated from historically white institutions, by 1980 that proportion had increased to 45%. The proportion of black students receiving Master's degrees from historically white institutions also increased from 25% in 1975 to 44% in 1980, (Table 2g).

The number of black undergraduate degree recipients generally increased during the last five years more rapidly than the number of white degree recipients. This also holds for the number of first professional degrees received. The reverse is true for masters and doctorate degree recipients, (Table 2h).

TRENDS IN DEGREES AWARDED BY PROGRAM

Certificates

Major Hegis Program	1974-1975 Black N	1974-1975 Black %	1974-1975 Total N	1974-1975 Total %	1977-1978 Black N	1977-1978 Black %	1977-1978 Total N	1977-1978 Total %	1979-1980 Black N	1979-1980 Black %	1979-1980 Total N	1979-1980 Total %
Interdisciplinary	0	-	0	-	0	-	0	-	0	-	1	(100.0)
Business/Comm Commerce Tech	24	(16.4)	146	(100.0)	16	(8.2)	196	(100.0)	29	(12.7)	229	(100.0)
Date Processing Tech	3	(7.7)	39	(100.0)	12	(9.4)	128	(100.0)	19	(12.4)	153	(100.0)
Health Services/ Paramed Tech	9	(9.2)	98	(100.0)	14	(6.6)	212	(100.0)	6	(4.7)	128	(100.0)
Mechanical/ Engineering Tech	2	(13.3)	15	(100.0)	7	(4.8)	145	(100.0)	22	(14.1)	156	(100.0)
Natural Science Tech	0	-	25	(100.0)	1	(2.3)	44	(100.0)	9	(11.3)	80	(100.0)
Public Service Tech	3	(2.7)	110	(100.0)	25	(11.3)	222	(100.0)	20	(13.2)	152	(100.0)
Total	41	(9.5)	433	(100.0)	75	(7.9)	947	(100.0)	105	(11.7)	899	(100.0)

TRENDS IN DEGREES AWARDED BY PROGRAM

Associate

Major Hegis Program	1974-1975 Black N	1974-1975 Black %	1974-1975 Total N	1974-1975 Total %	%	1977-1978 Black N	1977-1978 Black %	1977-1978 Total N	1977-1978 Total %	1979-1980 Black N	1979-1980 Black %	1979-1980 Total N	1979-1980 Total %
Transfer Programs	228	(6.4)	3578	(100.0)		429	(10.5)	4093	(100.0)	468	(15.3)	3056	(100.0)
Business/ Commerce Tech	108	(12.7)	852	(100.0)		154	(17.2)	896	(100.0)	240	(22.5)	1065	(100.0)
Data Processing Tech	24	(14.1)	170	(100.0)		45	(17.0)	265	(100.0)	52	(16.5)	316	(100.0)
Health Services/ Paramedic Tech	170	(13.9)	1223	(100.0)		156	(11.2)	1398	(100.0)	174	(13.4)	1299	(100.0)
Mechanical/ Engineering Tech	14	(5.5)	256	(100.0)		24	(8.6)	278	(100.0)	31	(11.1)	280	(100.0)
Natural Science Tech	4	(9.8)	41	(100.0)		10	(12.5)	80	(100.0)	6	(9.4)	64	(100.0)
Public Service Tech	184	(19.2)	957	(100.0)		226	(29.2)	774	(100.0)	151	(24.2)	625	(100.0)
Total	732	(10.3)	7077	(100.0)		1044	(13.4)	7784	(100.0)	1122	(16.7)	6705	(100.0)

TRENDS IN DEGREES AWARDED BY PROGRAM

Bachelor's

Major Hegis Program	1974-1975 Black N	1974-1975 Black %	1974-1975 Total N	1974-1975 Total %	1977-1978 Black N	1977-1978 Black %	1977-1978 Total N	1977-1978 Total %	1979-1980 Black N	1979-1980 Black %	1979-1980 Total N	1979-1980 Total %
Agriculture	2	(.9)	225	(100.0)	4	(1.3)	315	(100.0)	3	(1.0)	287	(100.0)
Architecture	0	-	26	(100.0)	0	-	45	(100.0)	3	(4.8)	63	(100.0)
Area Studies	1	(1.3)	77	(100.0)	2	(6.9)	29	(100.0)	0	-	35	(100.0)
Biological Sciences	52	(7.4)	706	(100.0)	58	(9.0)	646	(100.0)	63	(10.6)	595	(100.0)
Bus/Man.	206	(12.0)	1,718	(100.0)	250	(12.5)	2,007	(100.0)	395	(15.9)	2,480	(100.0)
Communications	13	(5.2)	252	(100.0)	45	(11.7)	383	(100.0)	58	(13.6)	428	(100.0)
Computer Sci.	4	(4.8)	84	(100.0)	6	(6.4)	94	(100.0)	8	(5.3)	150	(100.0)
Education	494	(18.8)	2,628	(100.0)	311	(17.6)	1,766	(100.0)	291	(22.1)	1,316	(100.0)
Engineering	3	(1.1)	278	(100.0)	5	(1.4)	359	(100.0)	11	(2.3)	486	(100.0)
Fine Art	23	(5.8)	395	(100.0)	22	(5.4)	410	(100.0)	49	(11.7)	419	(100.0)
Foreign Lang.	12	(7.8)	153	(100.0)	4	(4.0)	101	(100.0)	9	(9.6)	94	(100.0)
Health Prof.	44	(4.6)	965	(100.0)	114	(10.8)	1,058	(100.0)	147	(15.3)	958	(100.0)
Home Ec.	30	(11.3)	265	(100.0)	38	(11.2)	340	(100.0)	31	(10.7)	289	(100.0)
Law	0	-	12	(100.0)	0	-	5	(100.0)	0	-	6	(100.0)
Letters	50	(9.1)	551	(100.0)	58	(12.0)	484	(100.0)	69	(16.9)	408	(100.0)
Math	30	(13.7)	219	(100.0)	36	(24.2)	149	(100.0)	21	(16.8)	125	(100.0)
Physical Sci.	14	(7.4)	188	(100.0)	13	(6.3)	207	(100.0)	27	(13.4)	202	(100.0)
Psychology	50	(6.8)	738	(100.0)	91	(14.1)	645	(100.0)	103	(18.7)	552	(100.0)
Public Affairs	75	(27.5)	273	(100.0)	153	(32.2)	474	(100.0)	158	(27.2)	580	(100.0)
Social Sci.	219	(11.3)	1,942	(100.0)	308	(17.3)	1,780	(100.0)	294	(18.8)	1,563	(100.0)
Interdisc.	49	(3.2)	1,523	(100.0)	119	(5.6)	2,132	(100.0)	185	(11.4)	1,626	(100.0)
Total	1,431	(10.8)	13,218	(100.0)	1,637	(12.2)	13,429	(100.0)	1,925	(15.2)	12,662	(100.0)

TRENDS IN DEGREES AWARDED BY PROGRAM

Master's

Major Hegis Program	1974-1975 Black N	1974-1975 Black %	1974-1975 Total N	1974-1975 Total %	1977-1978 Black N	1977-1978 Black %	1977-1978 Total N	1977-1978 Total %	1979-1980 Black N	1979-1980 Black %	1979-1980 Total N	1979-1980 Total %
Agriculture	2	(3.9)	51	(100.0)	1	(1.8)	55	(100.0)	0	-	44	(100.0)
Architecture	10	(45.5)	22	(100.0)	11	(57.9)	19	(100.0)	5	(50.0)	10	(100.0)
Area Studies	0	-	15	(100.0)	0	-	15	(100.0)	0	-	5	(100.0)
Biological Sciences	0	-	46	(100.0)	0	-	69	(100.0)	1	(1.5)	66	(100.0)
Business	16	(7.5)	212	(100.0)	41	(11.6)	353	(100.0)	53	(13.6)	389	(100.0)
Communications	0	-	9	(100.0)	3	(5.3)	57	(100.0)	4	(5.9)	68	(100.0)
Computer	0	-	30	(100.0)	0	-	27	(100.0)	0	-	29	(100.0)
Education	378	(26.1)	1,447	(100.0)	251	(21.1)	1,192	(100.0)	207	(22.4)	925	(100.0)
Engineering	2	(1.7)	116	(100.0)	3	(3.1)	97	(100.0)	0	-	89	(100.0)
Fine Art	0	-	25	(100.0)	3	(8.8)	34	(100.0)	2	(8.0)	25	(100.0)
Foreign Lang.	1	(5.9)	17	(100.0)	1	(5.9)	17	(100.0)	0	-	7	(100.0)
Health	9	(6.4)	141	(100.0)	13	(7.5)	174	(100.0)	7	(4.8)	147	(100.0)
Home Econ.	0	-	32	(100.0)	7	(18.9)	37	(100.0)	2	(5.1)	39	(100.0)
Letters	2	(3.0)	66	(100.0)	9	(11.8)	76	(100.0)	3	(8.3)	36	(100.0)
Library Sci.	11	(4.6)	240	(100.0)	7	(4.3)	164	(100.0)	10	(8.6)	116	(100.0)
Math	5	(12.8)	39	(100.0)	4	(9.8)	41	(100.0)	2	(7.4)	27	(100.0)
Physical Sci.	2	(3.1)	64	(100.0)	0	-	52	(100.0)	0	-	32	(100.0)
Psychology	4	(6.8)	59	(100.0)	28	(21.5)	130	(100.0)	19	(16.7)	114	(100.0)
Public Affairs	35	(14.9)	235	(100.0)	56	(17.4)	322	(100.0)	60	(15.8)	379	(100.0)
Social Sci.	21	(13.6)	154	(100.0)	18	(12.8)	141	(100.0)	13	(11.1)	117	(100.0)
Interdisc.	0	-	0	-	4	(25.0)	16	(100.0)	2	(20.0)	10	(100.0)
Total	498	(16.5)	3,020	(100.0)	460	(14.9)	3,088	(100.0)	390	(10.2)	2,674	(100.0)

TRENDS IN DEGREES AWARDED BY PROGRAM

Doctorates

Major Hegis Program	1974-1975				1977-1978				1979-1980			
	Black		Total		Black		Total		Black		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Agriculture												
Agriculture	0	-	19	(100.0)	0	-	10	(100.0)	0	-	20	(100.0)
Area Studies	0	-	3	(100.0)	0	-	3	(100.0)	0	-	4	(100.0)
Biological	0	-	41	(100.0)	3	(7.9)	38	(100.0)	2	(5.1)	39	(100.0)
Business	0	-	4	(100.0)	0	-	3	(100.0)	0	-	1	(100.0)
Computer	0	-	0	-	0	-	6	(100.0)	0	-	7	(100.0)
Education	8	(6.0)	135	(100.0)	10	(7.8)	129	(100.0)	3	(2.8)	109	(100.0)
Engineering	0	-	43	(100.0)	0	-	22	(100.0)	0	-	15	(100.0)
Fine Art	0	-	4	(100.0)	0	-	4	(100.0)	1	(14.3)	7	(100.0)
Foreign Lang.	0	-	4	(100.0)	0	-	5	(100.0)	0	-	2	(100.0)
Health	0	-	6	(100.0)	0	-	7	(100.0)	0	-	2	(100.0)
Letters	0	-	16	(100.0)	0	-	18	(100.0)	0	-	14	(100.0)
Library Sci.	0	-	2	(100.0)	0	-	0	-	0	-	2	(100.0)
Mathematics	1	(6.3)	16	(100.0)	0	-	10	(100.0)	0	-	11	(100.0)
Physical Sci.	0	-	42	(100.0)	2	(4.0)	50	(100.0)	1	(2.9)	35	(100.0)
Psychology	0	-	18	(100.0)	0	-	23	(100.0)	2	(14.3)	14	(100.0)
Public Affairs	1	(50.0)	2	(100.0)	0	-	2	(100.0)	0	-	10	(100.0)
Social Science	0	-	45	(100.0)	0	-	20	(100.0)	0	-	41	(100.0)
Total	10	(2.5)	400	(100.0)	15	(4.3)	350	(100.0)	9	(2.7)	333	(100.0)

Table 2f

TRENDS IN DEGREES AWARDED BY PROGRAM

First Professional

Major Hegis Program	1974-1975 Black N	1974-1975 Black %	1974-1975 Total N	1974-1975 Total %	1977-1978 Black N	1977-1978 Black %	1977-1978 Total N	1977-1978 Total %	1979-1980 Black N	1979-1980 Black %	1979-1980 Total N	1979-1980 Total %
Dentistry	6	(5.0)	119	(100.0)	7	(5.6)	125	(100.0)	7	(5.8)	121	(100.0)
Medicine	5	(3.7)	134	(100.0)	8	(4.5)	179	(100.0)	15	(8.3)	181	(100.0)
Law	25	(4.5)	559	(100.0)	39	(8.3)	470	(100.0)	27	(5.8)	468	(100.0)
Total	36	(4.4)	812	(100.0)	54	(7.0)	774	(100.0)	49	(6.4)	770	(100.0)

Table 2g

DEGREES AWARDED TO BLACK STUDENTS BY RACE OF INSTITUTIONS, 6-Year Trends

	Baccalaureate		Masters	
	Historically Black	Historically White	Historically Black	Historically White
FY 1975	72%	28%	75%	25%
FY 1976	66%	34%	67%	33%
FY 1977	61%	39%	68%	32%
FY 1978	57%	43%	65%	35%
FY 1979	51%	49%	63%	37%
FY 1980	55%	45%	56%	44%

Table 2h

TRENDS IN DEGREES GRANTED, 1975-1980

	1975		1976		1977		1978		1979		1980		6-Year Change	
	Black	White	Black	White	Black	White	Black	White	Black	White	Black	White	Black	White
Certificates	41	373	45	649	59	727	75	823	121	823	105	692	+156%	+86%
Associate	732	5213	825	5298	963	5314	1044	5469	1142	5455	1122	5243	+53%	+.6%
Bachelor's	1431	9683	1671	8803	1712	9479	1637	9779	1637	9984	1925	9760	+35%	+.8%
Master's	498	1873	551	2324	467	2279	460	2301	366	2153	390	1996	-22%	+7%
Doctorates	10	212	14	280	18	287	15	257	20	295	9	266	-10%	+25%
First Professional														
Dentistry	6	111	9	112	8	115	7	116	4	125	7	111	+17%	0
Medicine	5	125	5	147	8	156	8	168	6	153	15	163	+200%	+30%
Law	25	507	26	443	30	392	39	380	31	428	27	425	+8%	-16%
Total	36	743	40	702	46	663	54	664	41	706	49	699	+36%	-6%

FULL-TIME EMPLOYEES

Non-Instructional Staff by Race

Table 3a shows the racial breakdown of all full-time employees of the public higher education institutions in the State for the years 1975-1976 and 1979-1980. In 1975-1976, 4,793 (24.8%) of all full-time employees were black. During 1979-1980, 5,146 (24.5%) of all full-time employees were black.

However, there were major differences in the proportion of blacks in different job categories. Black Executives/Administrators accounted for 195 (19.0%) of the total Executives/Administrators statewide in 1975-1976. During 1979-1980 black Executives/Administrators accounted for 264 (22.5%) of the total category, (Table 3b). In 1975-1976, 390 (14.3%) of all Professionals were black. In 1979-1980, 428 (12.6%) of all Professionals were black, (Table 3c).

Blacks comprised 1,096 (24.6%) of the Secretarial/Clerical category in 1975-1976 and 1,228 (25.9%) in 1979-1980, (Table 3d).

In the Technical/Paraprofessional category, 230 (19.8%) were black in 1975-1976 and 318 (20.5%) were black in 1979-1980, (Table 3e). Black Skilled Craftspeople accounted for 77 (13.1%) of this category in 1975-1976. During 1979-1980 black Skilled Craftspeople accounted for 132 (19.8%) of this category, (Table 3f). In the Service/Maintenance category 2,130 (66.2%) were black in 1975-1976; 2,102 (67.2%) were black in 1979-1980, (Table 3g).

During both 1975-1976 and 1979-1980 the historically black institutions employed the largest percentage of blacks in each category. However, the historically white institutions increased the percentage of blacks employed in each category (with the exception of the Professional category), between 1975-1976 and 1979-1980.

Full-Time Faculty by Rank

Table 3h indicates that in 1975-1976, 615 (10.4%) of the total full-time faculty were black, in 1979-1980, 659 (10.5%) of the total full-time faculty statewide were black. Blacks comprised 101 (9.1%) of the Professors in 1975-1976 and 109 (7.9%) of the Professors in 1979-1980, (Table 3i). During 1975-1976, 130 (8.1%) of the Associate Professors were black; 156 (8.6%) were black during 1979-1980, (Table 3j). In the Assistant Professor

category, blacks comprised 202 (10.5%) of the total number in this category in 1975-1976. Blacks comprised 244 (12.8%) of the Assistant Professors during 1979-1980, (Table 3k). During 1975-1976, 182 (14.2%) of Other Faculty were black, and in 1975-1976, 150 (12.7%) were black, (Table 31).

During both 1975-1976 and 1979-1980 black faculty tended to be concentrated in the lower ranks. This pattern held for the historically black as well as the historically white institutions.

Blacks comprised 277 (9.0%) of the tenured faculty during 1975-1976 and 367 (10.2%) of the tenured faculty during 1979-1980, (Table 3m).

3a

Full-Time Employees by Category and Race

All Employees[1]

	1975-1976			1979-1980			Percent Change	
	Black	Total	%Black	Black	Total	%Black	Black	Total
Community Colleges								
Allegany	1	168	.6	1	160	.6		
Anne Arundel	29	312	9.3	36	363	9.9		
Catonsville	49	470	10.4	39	470	8.3		
Cecil	2	53	3.8	2	68	2.9		
Charles	14	129	10.9	22	158	13.9		
Chesapeake	9	64	14.1	14	94	14.9		
CC Of Balto.	162	402	40.3	172	400	43.0		
Dundalk	17	106	16.0	17	159	10.7		
Essex	15	423	3.5	13	440	3.0		
Frederick	4	92	4.3	2	95	2.1		
Garrett	0	47	-	0	66	-		
Hagerstown Jr.	0	136	-	1	130	.8		
Harford	13	200	6.5	12	212	5.7		
Howard	8	100	8.0	24	136	17.6		
Montgomery-Central Admin.	10	152	6.6	12	199	6.0		
-Rockville	41	522	7.9	42	496	8.5		
-Takoma Park	27	191	14.1	27	179	15.1		
-Germantown	1	5	20.0	9	85	10.6		
Prince George's	100	534	18.7	96	532	18.0		
Wor-Wic Tech	-	-	-	1	36	2.8		
Total Community Colleges	502	4106	12.2	542	4478	12.1	8.0	9.1
State Colleges								
Bowie	312	429	72.7	244	349	69.9		
Coppin	277	352	78.7	279	359	77.7		
Frostburg	10	507	2.0	9	531	1.7		
Morgan	574	726	79.1	657	789	83.3		
St. Mary's	32	185	17.3	28	199	14.1		
Salisbury	96	392	24.5	108	455	23.7		
Towson	241	1091	22.1	226	1186	19.1		
Univ. of Balto.	34	260	13.1	57	332	17.2		
Total STATE Colleges	1576	3942	40.0	1608	4200	38.3	2.0	6.5
University of Maryland CA	10	112	8.9	10	146	6.8		
UMAB	1602	5000	32.0	1803	5568	32.4		
UMBC	78	625	12.5	82	675	12.1		
UMCP	730	4609	15.8	796	4839	16.4		
UMES	183	286	64.0	176	284	60.6		
UMUC	44	293	15.0	40	270	14.8		
UMCEES	8	132	6.1	7	154	4.5		
UMCES	Not Available			82	411	20.0		
Total Univ. of MD	2655	11057	24.0	2996	12347	24.2	12.8	11.7
Hist. Black Inst.	1346	1793	75.1	1356	1781	76.1	.7	- .7
Hist. White Inst.	3387	17312	19.6	3790	19244	19.7	11.9	11.2
TOTAL STATEWIDE	4793	19105	24.8	5146	21025	24.5	8.7	10.0

[1] Including faculty

3b

Full-Time Employees by Category and Race

Executive/Administrative/Managerial

	1975-1976			1979-1980			Percent Change	
	Black	Total	%Black	Black	Total	%Black	Black	Total
Community Colleges								
Allegany	0	14	-	0	10	-		
Anne Arundel	1	18	5.6	0	16	-		
Catonsville	0	34	-	1	36	2.8		
Cecil	1	8	12.5	0	13	-		
Charles	0	7	-	0	13	-		
Chesapeake	0	7	-	0	16	-		
CC Of Balto.	10	31	32.3	11	32	34.4		
Dundalk	3	12	25.0	0	24	-		
Essex	1	17	5.9	1	25	4.0		
Frederick	1	25	4.0	1	18	5.6		
Garrett	0	6	-	0	7	-		
Hagerstown Jr.	0	17	-	0	15	-		
Harford	0	19	-	0	21	-		
Howard	0	18	-	2	22	13.6		
Montgomery-Central Admin.	1	24	4.2	3	30	10.0		
-Rockville	0	9	-	0	10	-		
-Takoma Park	0	5	-	1	7	14.3		
-Germantown	0	1	-	1	9	11.1		
Prince George's	5	38	13.2	6	37	16.2		
Wor-Wic Tech	-	-	-	0	8	-		
Total Community Colleges	23	310	7.4	28	369	7.6	21.7	19.0
State Colleges								
Bowie	43	55	78.2	31	42	73.8		
Coppin	35	38	92.1	41	44	93.2		
Frostburg	6	50	12.0	4	29	13.8		
Morgan	26	29	89.7	94	107	87.9		
St. Mary's	0	12	-	0	12	-		
Salisbury	3	39	7.7	4	46	8.7		
Towson	10	100	10.0	8	108	7.4		
Univ. of Balto.	2	48	4.2	8	45	17.8		
Total STATE Colleges	125	371	33.7	190	433	43.9	52.0	16.7
University of Maryland - CA	1	14	7.1	1	22	4.5		
UMAB	8	84	9.5	5	76	6.6		
UMBC	8	40	20.0	8	35	22.9		
UMCP	14	165	8.5	14	176	8.0		
UMES	16	23	69.6	15	21	71.4		
UMUC	0	20	-	0	24	-		
UMCEES	0	2	-	1	8	12.5		
UMCES	Not Available			2	8	25.0		
Total Univ. of MD	47	348	13.5	46	370	12.4	-2.1	6.3
Hist. Black Inst.	120	145	82.8	181	214	84.6	50.8	47.6
Hist. White Inst.	75	884	8.5	83	958	8.7	10.7	8.4
TOTAL STATEWIDE	195	1029	19.0	264	1172	22.5	35.4	13.9

3c

Full-Time Employees by Category and Race

Professional

	1975-1976			1979-1980			Percent Change	
	Black	Total	%Black	Black	Total	%Black	Black	Total
Community Colleges								
Allegany	1	7	14.3	0	0	-		
Anne Arundel	0	11	-	3	18	16.7		
Catonsville	0	0	-	5	44	11.4		
Cecil	0	1	-	1	5	20.0		
Charles	1	15	6.7	2	21	9.5		
Chesapeake	0	3	-	1	10	10.0		
CC Of Balto.	31	51	60.8	22	46	47.8		
Dundalk	0	0	-	0	5	-		
Essex	1	35	2.9	2	30	6.7		
Frederick	0	2	-	0	2	-		
Garrett	0	0	-	0	0	-		
Hagerstown Jr.	0	9	-	0	7	-		
Harford	1	10	10.0	0	0	-		
Howard	0	7	-	0	0	-		
Montgomery-Central Admin.	0	23	-	0	31	-		
-Rockville	0	2	-	0	9	-		
-Takoma Park	0	2	-	1	8	12.5		
-Germantown	0	1	-	0	5	-		
Prince George's	1	14	7.1	2	16	12.5		
Wor-Wic Tech	-	-	-	0	0	-		
Total Community Colleges	36	193	18.7	39	257	15.2	8.3	33.2
State Colleges								
Bowie	6	9	66.7	7	15	46.7		
Coppin	19	26	73.1	15	23	65.2		
Frostburg	0	15	-	2	47	4.3		
Morgan	72	100	72.0	35	47	74.5		
St. Mary's	2	29	6.9	1	30	3.3		
Salisbury	1	8	12.5	0	20	-		
Towson	1	27	3.7	8	73	11.0		
Univ. of Balto.	0	14	-	2	30	6.7		
Total STATE Colleges	101	228	44.3	70	285	24.6	-30.7	25.0
University of Maryland - CA	2	32	6.3	1	46	2.2		
UMAB	166	1530	10.8	210	1891	11.1		
UMBC	14	91	15.4	14	109	12.8		
UMCP	49	556	8.8	63	675	9.3		
UMES	17	26	65.4	27	45	60.0		
UMUC	5	66	7.6	4	66	6.1		
UMCEES	0	9	-	0	12	-		
UMCES	Not Available			0	2	-		
Total Univ. of MD	253	2310	11.0	319	2846	11.2	26.1	23.2
Hist. Black Inst.	114	161	70.8	84	130	64.6	-26.3	-19.3
Hist. White Inst.	276	2570	10.7	344	3258	10.6	24.6	26.8
TOTAL STATEWIDE	390	2731	14.3	428	3388	12.6	9.7	24.1

3d

Full-Time Employees by Category and Race

Secretarial/Clerical

	1975-1976			1979-1980			Percent Change	
	Black	Total	%Black	Black	Total	%Black	Black	Total
Community Colleges								
Allegany	0	37	-	1	27	3.7		
Anne Arundel	1	58	1.7	4	76	5.3		
Catonsville	5	85	5.9	7	95	7.4		
Cecil	0	14	-	0	20	-		
Charles	1	37	2.7	2	45	4.4		
Chesapeake	2	18	11.1	2	25	8.0		
CC Of Balto.	31	72	43.1	39	72	54.2		
Dundalk	2	28	7.1	3	47	6.4		
Essex	0	102	-	0	82	-		
Frederick	1	21	4.8	1	31	3.2		
Garrett	0	17	-	0	17	-		
Hagerstown Jr.	0	25	-	0	29	-		
Harford	4	49	8.2	4	52	7.7		
Howard	2	27	7.4	3	34	8.8		
Montgomery-Central Admin.	4	67	6.0	5	82	6.1		
-Rockville	2	90	2.2	1	79	1.3		
-Takoma Park	2	34	5.9	3	30	10.0		
-Germantown	0	1	-	2	18	11.1		
Prince George's	19	118	16.1	11	91	12.1		
Wor-Wic Tech	-	-	-	1	9	11.1		
Total Community Colleges	76	900	8.4	89	961	9.3	17.1	6.8
State Colleges								
Bowie	42	60	70.0	49	71	69.0		
Coppin	73	78	93.6	74	80	92.5		
Frostburg	0	112	-	0	110	-		
Morgan	125	152	82.2	138	160	86.3		
St. Mary's	2	29	6.9	0	27	-		
Salisbury	4	67	6.0	8	73	11.0		
Towson	23	223	10.3	16	219	7.3		
Univ. of Balto.	14	68	20.6	23	78	29.5		
Total STATE Colleges	283	789	35.9	308	818	37.7	8.8	3.7
University of Maryland - CA	4	50	8.0	6	63	9.5		
UMAB	524	1270	41.3	595	1399	42.5		
UMBC	21	151	13.9	23	148	15.5		
UMCP	143	1100	13.0	154	1043	14.8		
UMES	37	63	58.7	32	52	61.5		
UMUC	7	112	6.3	11	112	9.8		
UMCEES	1	26	3.8	0	23	-		
UMCES	Not Available			10	127	7.9		
Total Univ. of MD	737	2772	26.6	831	2967	28.0	12.6	7.0
Hist. Black Inst.	277	353	78.5	293	363	80.7	5.8	2.8
Hist. White Inst.	819	4108	19.9	935	4383	21.3	14.2	6.7
TOTAL STATEWIDE	1096	4461	24.6	1228	4746	25.9	12.0	6.4

3e

Full-Time Employees by Category and Race

Technical/Paraprofessional

	1975-1976			1979-1980			Percent Change	
	Black	Total	%Black	Black	Total	%Black	Black	Total
Community Colleges								
Allegany	0	10	-	0	13	-		
Anne Arundel	0	15	-	0	18	-		
Catonsville	5	24	20.8	3	24	12.5		
Cecil	1	1	100.0	1	3	33.3		
Charles	1	14	7.1	1	15	6.7		
Chesapeake	0	1	-	0	2	-		
CC Of Balto.	11	25	44.0	18	36	50.0		
Dundalk	2	10	20.0	2	12	16.7		
Essex	0	32	-	1	57	1.8		
Frederick	0	4	-	0	5	-		
Garrett	0	1	-	0	11	-		
Hagerstown Jr.	0	10	-	0	10	-		
Harford	0	8	-	2	24	8.3		
Howard	0	11	-	0	12	-		
Montgomery-Central Admin.	1	14	7.1	3	20	15.0		
-Rockville	3	41	7.3	1	39	2.6		
-Takoma Park	1	12	8.3	1	17	5.9		
-Germantown	0	0	-	0	7	-		
Prince George's	23	80	28.8	21	97	21.6		
Wor-Wic Tech	-	-	-	0	2	-		
Total Community Colleges	48	313	15.3	54	424	12.7	12.5	35.5
State Colleges								
Bowie	38	59	64.4	1	12	8.3		
Coppin	5	5	100.0	1	3	33.3		
Frostburg	0	7	-	0	2	-		
Morgan	17	23	73.9	8	8	100.0		
St. Mary's	0	4	-	1	12	8.3		
Salisbury	1	9	11.1	0	4	-		
Towson	1	12	8.3	1	25	4.0		
Univ. of Balto.	0	1	-	1	9	11.1		
Total STATE Colleges	62	120	51.7	13	75	17.3	-79.0	-37.5
University of Maryland CA	0	8	-	0	8	-		
UMAB	102	348	29.3	164	434	37.8		
UMBC	2	23	8.7	10	49	20.4		
UMCP	10	316	3.2	21	441	4.8		
UMES	6	15	40.0	19	31	61.3		
UMUC	0	4	-	0	10	-		
UMCEES	0	12	-	0	5	-		
UMCES	Not Available			37	75	49.3		
Total Univ. of MD	120	726	16.5	251	1053	23.8	109.2	45.0
Hist. Black Inst.	66	102	64.7	29	54	53.7	-56.1	-47.1
Hist. White Inst.	164	1057	15.5	289	1498	19.3	76.2	41.7
TOTAL STATEWIDE	230	1159	19.8	318	1552	20.5	38.3	33.9

3f

Full-Time Employees by Category and Race

Skilled Crafts

	1975-1976			1979-1980			Percent Change	
	Black	Total	%Black	Black	Total	%Black	Black	Total
Community Colleges								
Allegany	0	0	-	0	0	-		
Anne Arundel	1	13	7.7	0	8	-		
Catonsville	0	0	-	3	7	42.9		
Cecil	0	0	-	0	0	-		
Charles	0	3	-	2	6	33.3		
Chesapeake	0	0	-	0	0	-		
CC Of Balto.	2	4	50.0	1	1	100.0		
Dundalk	0	0	-	0	5	-		
Essex	0	9	-	0	16	-		
Frederick	0	3	-	0	2	-		
Garrett	0	0	-	0	2	-		
Hagerstown Jr.	0	0	-	0	1	-		
Harford	0	9	-	0	7	-		
Howard	1	1	100.0	2	7	28.6		
Montgomery-Central Admin.	2	18	11.1	1	28	3.6		
-Rockville	1	7	14.3	2	11	18.2		
-Takoma Park	2	4	50.0	1	3	33.3		
-Germantown	0	0	-	0	3	-		
Prince George's	5	20	25.0	6	18	33.3		
Wor-Wic Tech	-	-	-	0	0	-		
Total Community Colleges	14	91	15.4	18	125	14.4	28.6	37.4
State Colleges								
Bowie	7	10	70.0	13	17	76.5		
Coppin	4	11	36.4	7	10	70.0		
Frostburg	0	29	-	0	32	-		
Morgan	4	5	80.0	15	21	71.4		
St. Mary's	1	7	14.3	2	8	25.0		
Salisbury	3	20	15.0	2	11	18.2		
Towson	8	46	17.4	4	17	23.5		
Univ. of Balto.	0	11	-	6	17	35.3		
Total STATE Colleges	27	139	19.4	49	133	36.8	81.5	- 4.3
University of Maryland CA	0	5	-	0	3	-		
UMAB	10	95	10.5	17	109	15.6		
UMBC	1	24	4.2	2	38	5.3		
UMCP	11	200	5.5	39	232	16.8		
UMES	11	14	78.6	6	8	75.0		
UMUC	2	9	22.2	1	2	50.0		
UMCEES	1	9	11.1	0	17	-		
UMCES	Not Available			0	0	-		
Total Univ. of MD	36	356	10.1	65	409	15.9	80.6	14.9
Hist. Black Inst.	26	40	65.0	41	56	73.2	57.7	40.0
Hist. White Inst.	51	546	9.3	91	611	14.9	78.4	11.9
TOTAL STATEWIDE	77	586	13.1	132	667	19.8	71.4	13.8

3g

Full-Time Employees by Category and Race

Service/Maintenance

	1975-1976			1979-1980			Percent Change	
	Black	Total	%Black	Black	Total	%Black	Black	Total
Community Colleges								
Allegany	0	23	-	0	16	-		
Anne Arundel	26	41	63.4	26	55	47.3		
Catonsville	29	90	32.2	15	47	31.9		
Cecil	0	4	-	0	6	-		
Charles	10	14	71.4	13	19	68.4		
Chesapeake	6	13	46.2	9	14	64.3		
CC Of Balto.	51	60	85.0	39	48	81.3		
Dundalk	6	13	46.2	9	21	42.9		
Essex	11	66	16.7	8	63	12.7		
Frederick	2	9	22.2	0	7	-		
Garrett	0	7	-	0	7	-		
Hagerstown Jr.	0	19	-	0	12	-		
Harford	7	22	31.8	6	29	20.7		
Howard	4	6	66.7	12	20	60.0		
Montgomery-Central Admin.	2	6	33.3	0	3	-		
-Rockville	29	87	33.3	33	85	38.8		
-Takoma Park	19	36	52.8	18	30	60.0		
-Germantown	0	0	-	5	17	29.4		
Prince George's	35	45	77.8	36	39	92.3		
Wor-Wic Tech	-	-	-	0	0	-		
Total Community Colleges	237	561	42.2	229	538	42.6	- 3.4	- 4.1
State Colleges								
Bowie	100	112	89.3	77	83	92.8		
Coppin	44	46	95.7	56	58	96.6		
Frostburg	1	131	.8	0	130	-		
Morgan	119	134	88.8	139	143	97.2		
St. Mary's	26	43	60.5	23	45	51.1		
Salisbury	78	100	78.0	88	116	75.9		
Towson	182	237	76.8	179	283	63.3		
Univ. of Balto.	16	23	69.6	14	27	51.9		
Total STATE Colleges	566	826	68.5	576	885	65.1	1.8	7.1
University of Maryland CA	3	3	100.0	2	4	50.0		
UMAB	759	934	81.3	773	938	82.4		
UMBC	16	44	36.4	10	29	34.5		
UMCP	460	738	62.3	446	641	69.6		
UMES	53	58	91.4	38	44	86.4		
UMUC	30	45	66.7	22	36	61.1		
UMCEES	6	9	66.7	6	14	42.9		
UMCES	Not Available			0	0	-		
Total Univ. of MD	1327	1831	72.5	1297	1706	76.0	- 2.3	- 6.8
Hist. Black Inst.	316	350	90.3	310	328	94.5	- 1.9	- 6.3
Hist. White Inst.	1814	2868	63.2	1792	2801	64.0	- 1.2	- 2.3
TOTAL STATEWIDE	2130	3218	66.2	2102	3129	67.2	- 1.3	- 2.8

3h

Full-Time Faculty by Rank and Race

Total Faculty

	1975-1976			1979-1980			Percent Change	
	Black	Total	%Black	Black	Total	%Black	Black	Total
Community Colleges								
Allegany	0	77	-	0	94	-		
Anne Arundel	0	156	-	3	172	1.7		
Catonsville	10	237	4.2	5	217	2.3		
Cecil	0	25	-	0	21	-		
Charles	1	39	2.6	2	39	5.1		
Chesapeake	1	22	4.5	2	27	7.4		
CC Of Balto.	26	159	16.4	39	155	25.2		
Dundalk	4	43	9.3	3	45	6.7		
Essex	2	162	1.2	1	166	.6		
Frederick	0	28	-	0	30	-		
Garrett	0	16	-	0	22	-		
Hagerstown Jr.	0	56	-	1	56	1.8		
Harford	1	83	1.2	0	79	-		
Howard	1	30	3.3	4	41	9.8		
Montgomery-Central Admin.	-	-	-	0	3	-		
-Rockville	6	286	2.1	5	263	1.9		
-Takoma Park	3	98	3.1	2	81	2.5		
-Germantown	1	2	50.0	0	23	-		
Prince George's	12	219	5.5	14	234	6.0		
Wor-Wic Tech	-	-	-	0	17	-		
Total Community Colleges	68	1738	3.9	81	1785	4.5	19.1	2.7
State Colleges								
Bowie	76	124	61.3	66	109	60.6		
Coppin	97	148	65.5	81	137	59.1		
Frostburg	3	163	1.8	3	181	1.7		
Morgan	211	283	74.6	228	303	75.2		
St. Mary's	1	61	1.6	6	185	3.2		
Salisbury	6	149	4.0	1	65	1.5		
Towson	16	446	3.6	10	461	2.2		
Univ. of Balto.	2	95	2.1	3	126	2.4		
Total STATE Colleges	412	1469	28.0	398	1567	25.4	-3.4	6.7
University of Maryland								
UMAB	33	739	4.5	39	721	5.4		
UMBC	16	252	6.3	15	267	5.6		
UMCP	43	1534	2.8	59	1631	3.6		
UMES	43	87	49.4	34	78	43.6		
UMUC	0	37	-	0	12	-		
UMCEES	0	65	-	0	43	-		
UMCES	Not Available			33	199	16.6		
Total Univ. of MD	135	2714	5.0	180	2951	6.1	33.3	8.7
Hist. Black Inst.	427	642	66.5	409	627	65.2	-4.2	-2.3
Hist. White Inst.	188	5279	3.6	250	5676	4.4	33.0	7.5
TOTAL STATEWIDE	615	5921	10.4	659	6303	10.5	7.2	6.5

Full-Time Faculty by Rank and Race

Professors

	1975-1976			1979-1980			Percent Change	
	Black	Total	%Black	Black	Total	%Black	Black	Total
Community Colleges								
Allegany	0	7	-	0	8	-		
Anne Arundel	0	18	-	0	34	-		
Catonsville	1	23	4.3	1	35	2.9		
Cecil	0	1	-	0	3	-		
Charles	0	5	-	0	3	-		
Chesapeake	0	2	-	0	1	-		
CC Of Balto.	2	34	5.9	5	44	11.4		
Dundalk	0	1	-	0	1	-		
Essex	0	11	-	0	34	-		
Frederick	0	4	-	0	4	-		
Garrett	0	0	-	0	1	-		
Hagerstown Jr.	0	6	-	0	12	-		
Harford	0	8	-	0	11	-		
Howard	0	2	-	1	5	20.0		
Montgomery-Central Admin.	-	-	-	-	-	-		
-Rockville	1	43	2.3	2	83	2.4		
-Takoma Park	0	29	-	0	42	-		
-Germantown	1	1	100.0	0	4	-		
Prince George's	2	30	6.7	3	72	4.3		
Wor-Wic Tech	-	-	-	0	0	-		
Total Community Colleges	7	225	3.1	12	397	3.0	71.4	76.4
State Colleges								
Bowie	13	28	46.4	14	27	51.9		
Coppin	12	25	48.0	13	28	46.4		
Frostburg	0	40	-	0	45	-		
Morgan	49	64	76.6	54	76	71.1		
St. Mary's	0	7	-	0	9	-		
Salisbury	2	31	6.5	0	33	-		
Towson	3	103	2.9	2	109	1.8		
Univ. of Balto.	0	25	-	0	29	-		
Total STATE Colleges	79	323	24.5	83	356	23.3	5.1	10.2
University of Maryland								
UMAB	3	134	2.2	3	136	2.2		
UMBC	2	29	6.9	2	40	5.0		
UMCP	5	380	1.3	5	436	1.1		
UMES	5	7	71.4	4	6	66.7		
UMUC	0	0	-	0	1	-		
UMCEES	0	6	-	0	4	-		
UMCES	Not	Available		0	9	-		
Total Univ. of MD	15	556	2.7	14	632	2.2	-6.7	13.7
Hist. Black Inst.	79	124	63.7	85	137	62.0	7.6	10.5
Hist. White Inst.	22	980	2.2	24	1248	1.9	9.1	27.3
TOTAL STATEWIDE	101	1104	9.1	109	1385	7.9	7.9	25.7

Full-Time Faculty by Rank and Race

Associate Professors

	1975-1976			1979-1980			Percent Change	
	Black	Total	%Black	Black	Total	%Black	Black	Total
Community Colleges								
Allegany	0	16	-	0	16	-		
Anne Arundel	0	55	-	0	32	-		
Catonsville	2	74	2.7	1	85	1.2		
Cecil	0	4	-	0	3	-		
Charles	1	15	6.7	1	16	6.3		
Chesapeake	0	2	-	0	8	-		
CC Of Balto.	2	38	5.3	5	40	12.5		
Dundalk	0	5	-	0	12	-		
Essex	0	44	-	0	57	-		
Frederick	0	10	-	0	10	-		
Garrett	0	3	-	0	3	-		
Hagerstown Jr.	0	16	-	0	24	-		
Harford	0	34	-	0	36	-		
Howard	1	7	14.3	0	14	-		
Montgomery-Central Admin.	-	-	-	-	-	-		
-Rockville	2	90	2.2	0	94	-		
-Takoma Park	1	34	2.9	1	25	4.0		
-Germantown	0	1	-	0	6	-		
Prince George's	4	106	3.8	3	97	3.1		
Wor-Wic Tech	-	-	-	0	1	-		
Total Community Colleges	13	554	2.3	11	629	1.7	15.4	13.5
State Colleges								
Bowie	20	36	55.6	21	30	70.0		
Coppin	28	42	66.7	21	33	63.6		
Frostburg	1	43	2.3	1	44	2.3		
Morgan	47	71	66.2	62	84	73.8		
St. Mary's	0	21	-	0	18	-		
Salisbury	1	27	3.7	2	45	4.4		
Towson	2	112	1.8	1	119	.8		
Univ. of Balto.	2	30	6.7	2	33	6.1		
Total STATE Colleges	101	382	26.4	110	406	27.1	8.9	6.3
University of Maryland								
UMAB	6	168	3.6	6	159	3.8		
UMBC	3	74	4.1	6	117	5.1		
UMCP	4	408	1.0	8	437	1.8		
UMES	3	10	30.0	5	10	50.0		
UMUC	0	0	-	0	2	-		
UMCEES	0	15	-	0	7	-		
UMCES	Not Available			10	53	18.9		
Total Univ. of MD	16	675	2.4	35	785	4.5	118.8	16.3
Hist. Black Inst.	98	159	61.6	109	157	69.4	11.2	-1.3
Hist. White Inst.	32	1452	2.2	47	1663	2.8	46.9	14.5
TOTAL STATEWIDE	130	1611	8.1	156	1820	8.6	20.0	13.0

Full-Time Faculty by Rank and Race

Assistant Professors

	1975-1976			1979-1980			Percent Change	
	Black	Total	%Black	Black	Total	%Black	Black	Total
Community Colleges								
Allegany	0	16	-	0	24	-		
Anne Arundel	0	71	-	2	40	5.0		
Catonsville	1	85	1.2	2	71	2.8		
Cecil	0	11	-	0	12	-		
Charles	0	10	-	1	9	11.1		
Chesapeake	0	9	-	0	11	-		
CC Of Balto.	9	47	19.1	18	47	38.3		
Dundalk	1	15	6.7	3	26	11.5		
Essex	1	71	1.4	1	48	2.1		
Frederick	0	10	-	0	11	-		
Garrett	0	1	-	0	9	-		
Hagerstown Jr.	0	30	-	0	14	-		
Harford	0	21	-	0	21	-		
Howard	0	12	-	2	11	18.2		
Montgomery-Central Admin.	-	-	-	-	-	-		
-Rockville	1	104	1.0	2	63	3.2		
-Takoma Park	2	26	7.7	1	8	12.5		
-Germantown	0	0	-	0	7	-		
Prince George's	1	45	2.2	5	40	12.5		
Wor-Wic Tech	-	-	-	0	8	-		
Total Community Colleges	16	584	2.7	37	480	7.7	131.3	17.8
State Colleges								
Bowie	25	41	61.0	23	41	56.1		
Coppin	31	48	64.6	23	38	60.5		
Frostburg	1	42	2.4	2	48	4.2		
Morgan	65	81	80.2	77	98	78.6		
St. Mary's	0	18	-	0	66	-		
Salisbury	2	57	3.5	1	21	4.8		
Towson	7	162	4.3	5	155	3.2		
Univ. of Balto.	0	36	-	1	63	1.6		
Total STATE Colleges	131	485	27.0	132	530	24.9	.80	9.3
University of Maryland								
UMAB	17	309	5.5	22	305	7.2		
UMBC	5	113	4.4	4	76	5.3		
UMCP	17	399	4.3	25	402	6.2		
UMES	16	35	45.7	11	35	31.4		
UMUC	0	0	-	0	1	-		
UMCEES	0	1	-	0	22	-		
UMCES	Not Available			13	62	21.0		
Total Univ. of MD	55	857	6.4	75	903	8.3	36.4	5.4
Hist. Black Inst.	137	205	66.8	134	212	63.2	-2.2	3.4
Hist. White Inst.	65	1721	3.8	110	1701	6.5	69.2	-1.2
TOTAL STATEWIDE	202	1926	10.5	244	1913	12.8	20.8	-.70

Full-Time Faculty[31] by Rank and Race

Other Faculty

	1975-1976			1979-1980			Percent Change	
	Black	Total	%Black	Black	Total	%Black	Black	Total
Community Colleges								
Allegany	0	38	-	0	46	-		
Anne Arundel	0	12	-	1	16	6.3		
Catonsville	6	55	10.9	1	26	3.8		
Cecil	0	9	-	0	3	-		
Charles	0	9	-	0	11	-		
Chesapeake	1	9	11.1	2	7	28.6		
CC Of Balto.	13	40	32.5	11	24	45.8		
Dundalk	3	22	13.6	0	6	-		
Essex	1	36	2.8	0	27	-		
Frederick	0	4	-	0	5	-		
Garrett	0	12	-	0	9	-		
Hagerstown Jr.	0	4	-	1	6	16.7		
Harford	1	20	5.0	0	11	-		
Howard	0	9	-	1	11	9.1		
Montgomery-Central Admin.	-	-	-	0	3	-		
-Rockville	2	49	4.1	1	23	4.3		
-Takoma Park	0	9	-	0	6	-		
-Germantown	0	0	-	0	6	-		
Prince George's	5	38	13.2	3	25	12.0		
Wor-Wic Tech	-	-	-	0	8	-		
Total Community Colleges	32	375	8.5	21	279	7.5	-34.4	-25.6
State Colleges								
Bowie	18	19	94.7	8	11	72.7		
Coppin	26	33	78.8	24	38	63.2		
Frostburg	1	38	2.6	0	44	-		
Morgan	50	67	74.6	35	45	77.8		
St. Mary's	1	15	6.7	0	17	-		
Salisbury	1	34	2.9	4	41	9.8		
Towson	4	69	5.8	2	78	2.6		
Univ. of Balto.	0	4	-	0	1	-		
Total STATE Colleges	101	279	36.2	73	275	26.5	-27.7	-1.4
University of Maryland								
UMAB	7	128	5.5	8	121	6.6		
UMBC	6	36	16.7	3	34	8.8		
UMCP	17	347	4.9	21	356	5.9		
UMES	19	35	54.3	14	27	51.9		
UMUC	0	37	-	0	8	-		
UMCEES	0	43	-	0	10	-		
UMCES	Not Available			10	75	13.3		
Total Univ. of MD	49	626	7.8	56	631	8.9	14.3	.8
Hist. Black Inst.	113	154	73.4	81	121	66.9	-28.3	-21.4
Hist. White Inst.	69	1126	6.1	69	1064	6.5	0	-5.5
TOTAL STATEWIDE	182	1280	14.2	150	1185	12.7	-17.6	-7.4

3m

Full-Time Faculty by Rank and Race

Tenured Faculty

	1975-1976			1979-1980			Percent Change	
	Black	Total	%Black	Black	Total	%Black	Black	Total
Community Colleges								
Allegany	0	29	-	0	52	-		
Anne Arundel	0	83	-	0	123	-		
Catonsville	6	186	3.2	4	155	2.6		
Cecil	0	7	-	0	11	-		
Charles	1	18	5.5	1	21	4.8		
Chesapeake	0	12	-	0	12	-		
CC Of Balto.	14	119	11.8	33	133	24.8		
Dundalk	0	5	-	2	25	8.0		
Essex	0	100	-	1	139	.7		
Frederick	0	8	-	0	7	-		
Garrett	0	0	-	0	4	-		
Hagerstown Jr.	0	40	-	0	39	-		
Harford	0	52	-	0	56	-		
Howard	0	0	-	0	0	-		
Montgomery-Central Admin.	-	-	-	-	-	-		
-Rockville	2	180	1.1	5	221	2.3		
-Takoma Park	2	67	3.0	1	61	1.6		
-Germantown	1	2	50.0	0	10	-		
Prince George's	6	148	4.1	8	181	4.4		
Wor-Wic Tech	-	-	-	0	0	-		
Total Community Colleges	32	1056	3.0	55	1250	4.4	71.9	18.4
State Colleges								
Bowie	31	63	49.2	40	65	61.5		
Coppin	37	69	53.6	52	88	59.1		
Frostburg	1	90	1.1	3	121	2.5		
Morgan	127	178	71.3	149	207	72.0		
St. Mary's	0	15	-	0	15	-		
Salisbury	1	49	2.0	2	110	1.8		
Towson	9	340	2.6	7	367	1.9		
Univ. of Balto.	0	19	-	3	45	6.7		
Total STATE Colleges	206	823	25.0	256	1018	25.1	24.3	23.7
University of Maryland								
UMAB	8	233	3.4	11	286	3.8		
UMBC	5	114	4.4	8	166	4.9		
UMCP	10	821	1.2	12	867	1.4		
UMES	16	28	57.1	11	27	40.7		
UMUC	0	0	-	0	0	-		
UMCEES	0	16	-	0	13	-		
UMCES	Not Available			14	80	17.5		
Total Univ. of MD	39	1212	3.2	56	1439	3.9	43.6	18.7
Hist. Black Inst.	211	338	62.4	252	387	65.1	19.4	14.5
Hist. White Inst.	66	2753	2.4	115	3320	3.5	74.2	20.6
TOTAL STATEWIDE	277	3091	9.0	367	3707	10.2	32.5	19.9

BOARD AND AGENCIES ASSOCIATED WITH HIGHER EDUCATION

Racial Composition of State Boards Associated with Higher Education

Table 4a shows that the median black membership for the Statewide boards was 15.4% in 1975 and 22.2% in 1980. By comparison, the percentage black in the State's population was 22.7%.[1] For segmental boards, the median black membership was 10.0% in 1975 and 20.0% in 1980. By 1980, the local boards tended to reflect the local population in their racial composition.

Racial Composition of Full-Time Employees of State Agencies and Boards Associated with Higher Education

Table 4b includes all full-time employees of State agencies and boards associated with higher education for 1975-1976 and 1980-1981. During 1975-1976 1 (10.0%) of the Executive/Administrative staff was black; in 1980-1981 1 (6.7%) of this category was black. Two (8.0%) of the Professional staff were black in 1975-1976. In 1980-1981 5 (10.2%) of the Professional staff were black. Seven (21.2%) of the Clerical/Other staff were black in 1975-1976; 9 (23.7%) were black during 1980-1981.

[1] Source: April 1980 U.S. Census

Racial Composition of State Boards Associated with Higher Education

Statewide Boards	1975 Black N	1975 Black %	1975 Total N	1975 Total %	1980 Black N	1980 Black %	1980 Total N	1980 Total %
SBHE	2	15.4	13	100.0	3	27.3	11	100.0
Higher Ed. Loan Corp.	1	9.1	11**	100.0	2	20.0	10*	100.0
St. Scholarship Bd.	2	22.2	9	100.0	2	22.2	9	100.0
Segmental Boards								
Bd. of Regents UM	1	6.7	15*	100.0	3	20.0	15	100.0
Bd. of Trustees of St. Univ. & Colleges	1	10.0	10*	100.0	2	18.2	11*	100.0
Bd. of Regents of Morgan St. Univ.	8	66.7	12	100.0	10	76.9	13	100.0
Bd. of Trustees of St. Mary's College of Md.	1	8.3	12*	100.0	1	8.3	12	100.0
St. Bd. for Comm. Colleges	1	12.5	8	100.0	2	25.0	8	100.0
Local Boards of Trustees								
Community Colleges								
Allegany	0	-	7	100.0	0	-	7	100.0
Anne Arundel	1	16.7	6	100.0	1	12.5	8	100.0
Baltimore Co.	0	-	7	100.0	1	11.1	9	100.0
Cecil	1	14.3	7	100.0	1	14.3	7	100.0
Charles	2	28.6	7	100.0	1	14.3	7	100.0
Chesapeake	0	-	8	100.0	1	10.0	10	100.0
Comm. College of Balt.	3	42.9	7	100.0	3	42.9	7*	100.0
Frederick	2	28.6	7	100.0	1	14.3	7	100.0
Garrett	0	-	6	100.0	0	-	7	100.0
Hagerstown	0	-	7	100.0	0	-	7	100.0
Harford	1	14.3	7	100.0	1	14.3	7	100.0
Howard	2	28.6	7*	100.0	3	42.9	7	100.0
Montgomery	0	-	7	100.0	1	12.5	8	100.0
Prince George's	1	12.5	8	100.0	1	12.5	8	100.0
Wor-Wic Tech.	0	-	7	100.0	1	14.3	7	100.0

* One Vacancy

** Two Vacancies

Racial Composition of Full-Time Employees of State Agencies and Boards Associated with Higher Education

Executive/Administrative Managerial

	1975-76 Black	1975-76 Total	1975-76 % Black	1980-81 Black	1980-81 Total	1980-81 % Black
State Bd. for Higher Ed.	1	4	25.0	1	5	20.0
Higher Ed. Loan Corp.	0	1	-	0	1	-
St. Scholarship Bd.	0	2	-	0	5	-
Bd. of Trustees of St. Univ. & Colleges	0	2	-	0	3	-
St. Bd. for Comm. Colleges	0	1	-	0	1	-
Univ. of Md. Central Admin.[1]	1	14	7.1	1	22	4.5
TOTAL	2	24	8.3	2	37	5.4

Professional

	1975-76 Black	1975-76 Total	1975-76 % Black	1980-81 Black	1980-81 Total	1980-81 % Black
St. Bd. for Higher Ed.	1	10	10.0	2	24	8.3
Higher Ed. Loan Corp.	0	3	-	0	3	-
St. Scholarship Bd.	0	0	-	1	1	100.0
Bd. of Trustees of St. Univ. & Colleges	1	8	12.5	1	15	6.7
St. Bd. for Comm. Colleges	0	4	-	1	6	16.7
Univ. of Md. Central Admin.	2	32	6.3	1	46	2.2
TOTAL	4	57	7.0	6	95	6.3

Clerical/All Other

	1975-76 Black	1975-76 Total	1975-76 % Black	1980-81 Black	1980-81 Total	1980-81 % Black
St. Bd. for Higher Ed.	2	8	25.0	3	16	18.8
Higher Ed. Loan Corp.	0	4	-	0	3	-
St. Scholarship Bd.	3	11	27.3	2	9	22.2
Bd. of Trustees of St. Univ. & Colleges	2	5	4.0	3	5	60.0
St. Bd. for Comm. Colleges	0	5	-	1	5	20.0
Univ. of Md. Central Admin.	7	66	10.6	8	78	10.3
TOTAL	14	99	14.1	17	116	14.6

CHAPTER IV

DESEGREGATION FUNDING: 1976-1980

In the five fiscal years from 1976 to 1980 over $22.2 million were expended in direct support of the State's desegregation plan by the Maryland State Board for Higher Education, the University of Maryland, the Board of Trustees of the State Universities and Colleges, Morgan State University, St. Mary's College of Maryland, and the Maryland State Board for Community Colleges. The four-year colleges and universities spent $17.4 million in the five-year period for implementation of the desegregation plan while the State's public community college sector spent $2.9 million. These data are shown in Talbe 1 for all public institutions for each of the Fiscal Years 1976-1980.

During this period, direct expenditures of funds for desegregation were used for a broad array of activities including student financial aid primarily through the Other Race Grant programs, recruitment activities, faculty and administrator exchange program, study skill centers, and other developmental and remedial programs.

The data displayed indicate a significant decrease in expenditures by the Board of Trustees of the State Universities and Colleges between FY 1976 and FY 1977, and a corresponding, large increase among the six Board-governed institutions; this occurred because Other Race Grants are shown in FY 1976 in the Board's budget but are distributed among the schools in the succeeding years.

Table 2 displays information on the percent of State General Funds expended for desegregation by each of the colleges and universities during the five-year period. In FY 1976 among the colleges, expenditures as a percent of General Funds varied from a low of 0.0 percent at Garrett Community College (when no blacks resided in Garrett County) to a high of 3.35 percent at St. Mary's College. The State Board for Higher Education spent 38.46 percent of its General Fund appropriations for desegregation in FY 1976, and continued to expend over one-third of its budget in the following years for this purpose.

In FY 1980, Howard Community College expended 0.35 percent of its General Funds for desegregation support and the University of Baltimore used 4.11 percent of its General Funds for desegregation activities. On the average, public higher education in Maryland spent 2.34 percent of General Funds in direct support of the desegregation plan. This is a 58 percent increase over FY 1976 in the share of State General Funds spent for desegregation.

Table 3 displays the amount and percent of change in desegregation expenditures and total General Funds between FY 1976 and FY 1980. Over the five years, State General Funds for higher education increased 33.8 percent, from $185.9 million in 1976 to $248.9 million in 1980. During the same period expenditures for desegregation grew at a faster rate than total General Fund expenditures, increasing 112.6 percent. The average annual percent increase for desegregation expenditures was 20.7 percent compared to an average annual percentage increase of 4.2 for General Fund Expenditures. Frederick Community College had the lowest increase in General Funds, a 10.5 percent decrease while Chesapeake College had an increase of 127.0 percent. Frederick Community College also expended fewer dollars for desegregation purposes in FY 1980 than it expended in FY 1976, a 57.2 percent decrease, while Howard Community College expended nearly nine times as much for desegregation in FY 1980 as it did in FY 1976. (Data for the Board of Trustees institutions are misleading because Other RAce Grant Funds are shown in the Board's budget for FY 1976.)

State Board for Higher Education

The State Board for Higher Education has had authority for administration of the Maryland Desegregation Plan for Higher Education since 1976. Expenditures for desegregation have accounted for over one-third of the State Board's General Fund expenditures since 1976, excluding expenditures for Aid to Independent Institutions and the Interstate Compact programs. The State Board increased expenditures for desegregation from an estimated $223,000 in FY 1976 to over $496,000 in FY 1980, a 122.4 percent increase.

The State Board directly administered the funds for Other Race Grants for Graduate and Professional Schools and for Minority Other Race Internships. Funds in support of these programs increased from $0 in 1976 to $330,000 for FY 1980. To promote desegregation in higher education, the SBHE also maintained a Central Placement Bureau for job openings and job candidates and published brochures for high school students on all postsecondary institutions in Maryland.

University of Maryland

Specific desegregation activities have been supported by the teaching campuses and by the Cooperative Extension Service of the University of Maryland. Since FY 1976, a total of $9,321,462 has been expended in direct support of desegregation activities by the four teaching campuses, the Cooperative Extension Service, and Central Administration. The $780,000 appropriated in FY 1976 increased to $2,914,381 in FY 1980; these amounts represented 0.80 percent and 2.19 percent, respectively, of General Funds at the University of Maryland campuses. While General Fund support increased 35.7 percent during the five-year period, direct expenditures for desegregation activities increased 273.6 percent.

State Universities and Colleges

The Board of Trustees of the State Universities and Colleges has provided coordination among the State universities and colleges in the implementation of the Maryland Desegregation Plan. Funds appropriated to the Board were transferred to the various institutions and used in the specific areas of counseling, financial aid, remedial education, and recruitment.

In FY 1976, $700,000 was appropriated to be used for Other Race Grants at the six institutions and Morgan State. By FY 1980 this program had increased to $859,000, including $180,000 at Morgan. Additionally, over 1,000 students per year received remedial assistance. This aid was given to students scoring 350 or less on the SAT-Verbal test.

Over $6.4 million were expended by the BTSUC schools and Board between FY 1976 and FY 1980 for desegregation. As a percent of State General Funds, expenditures in support of desegregation increased from 2.43 percent in FY 1976 to 2.58 percent in FY 1980; the growth in desegregation expenditures, 50.7 percent, was also greater than the growth in total General Funds, 41.8 percent.

Morgan State University

Morgan State University expended over $1 million in direct support of desegregation activities between FY 1976 and FY 1980. These expenditures accounted for 1.78 percent of General Fund expenditures in FY 1980 and were used to support an integration counselor and coordinator and 150 Other Race Grants.

St. Mary's College of Maryland

Desegregation funds at St. Mary's College of Maryland have provided direct support for an integration coordinator and counselor and for Other Race Grants. Over the five years between FY 1976 and FY 1980, St. Mary's expended $517,271 for desegregation activities. Of total General Funds, 3.35 percent, or $81,279, were expended in FY 1976 for desegregation while $117,282, or 3.40 percent, were expended in FY 1980.

Community Colleges

The State Board for Community Colleges has coordinated and administered the State's program of support for community colleges. In FY 1976 for the Board and for community colleges, 1.41 percent of total General Funds was expended for desegregation activities including personnel, student aid, recruitment, and advisement. In FY 1980, 1.59 percent of General Funds was expended in direct support of desegregation activities. Total desegregation expenditures increased from $552,679 in FY 1976 to $734,045 in FY 1980, a 32.8 percent increase. This compares to a 17.8 percent increase in State General Funds over the same period.

TABLE 1

TOTAL FUNDS APPROPRIATED OR EXPENDED FOR DESEGREGATION (a)

1979-1980

	1975-1976	1976-1977	1977-1978	1978-1979	1979-1980	Total
University of Maryland:						
College Park	$ 380,000	$ 510,204	$ 800,680	$ 1,753,938	$ 2,079,370	$ 5,524,192
Baltimore City	195,000	229,329	1,277,180	351,991	533,374	2,606,874
Eastern Shore	90,000	84,426	97,500	82,000	102,000	455,926
Baltimore County	110,000	121,851	123,904	107,776	145,972	609,503
Cooperative Extension	0	28,858	27,236	30,208	33,665	119,967
General University	5,000	0	0	0	0	5,000
Total--Univ. of Maryland	$ 780,000	$ 974,668	$ 2,326,500	$ 2,325,913	$ 2,914,381	$ 9,321,462
BTSUC:						
Bowie	$ 47,633	$ 107,563	$ 200,382	$ 138,448	$ 140,365	$ 634,391
Coppin State College	66,834	192,223	293,895	128,823	145,291	827,066
Frostburg State College	83,189	376,508	389,027	282,998	272,000	1,403,722
Salisbury State College	42,228	110,855	148,519	106,833	122,839	531,274
Towson State University	77,506	305,581	397,700	338,671	368,673	1,488,131
University of Baltimore	1,400	85,581	162,732	177,098	213,806	640,617
Board	574,035	89,980	81,786	103,138	82,654	931,593
Total--BTSUC	$ 892,825	$ 1,268,291	$ 1,674,041	$ 1,276,009	$ 1,345,628	$ 6,456,796
St. Mary's College of Md.	81,279	85,972	115,775	116,963	117,282	517,271
Morgan State University	214,125	175,465	233,848	243,053	224,872	1,091,363
Total - 4-Yr. Colleges & Univ.	$ 1,968,229	$ 2,504,396	$ 4,350,164	$ 3,961,938	$ 4,602,163	$17,386,890
Community Colleges:						
Allegany	$ 5,900	$ 6,960	$ 0	$ 10,076	$ 10,749	$ 33,685
Anne Arundel	76,610	44,182	54,250	N/A	71,803	246,845
Baltimore City	81,109	68,765	72,182	79,228	84,617	385,901
Baltimore County (b)	123,422	88,622	88,722	83,551 (c)	102,829	487,146
Cecil	16,280	11,000	11,000	4,303	9,047	51,630
Charles	18,000	30.510	46,410	55,399	50,977	196,296
Chesapeake	13,145	14,760	15,451	19,162	22,759	85,277
Frederick	28,177	11,250	11,663	N/A	12,048	63,148
Garrett	0	0	0	0	1,812	1,812
Hagerstown	11,471	13,486	15,578	18,929	20,067	79,531
Harford	42,363	56,254	51,441	38,605	32,942	221,605
Howard	4,650	24,475	N/A	44,803	41,340	115,268
Montgomery	40,584	49,171	70,378	124,788	160,510	445,431
Prince George's	65,955	73,204	73,029	84,453	90,488	387,129
Wor-Wic Tech	0	5,900	9,432	7,450	7,848	30,630
Board	25,013	22,971	23,614	13,397	14,209	99,204
Total-Community Colleges	$ 552,679	$ 521,510	$ 543,150	$ 579,144	$ 734,045	$ 2,930,528
State Board for Higher Education	$ 223,370 (d)	$ 324,178	$ 429,774	$ 464,351	$ 496,854	$ 1,938,527
GRAND TOTAL	$2,744,278	$3,350,084	$5,323,088	$ 5,005,433	$ 5,831,062	$22,255,945

(a) Actual expenditures are listed for the four year colleges and universities and SBHE for FY 1977-1980. Other data are appropriations.

(b) Includes Catonsville, Dundalk, and Essex. (c) Does not include Essex. (d) Estimated.

9/8/81

TABLE 2
DESEGREGATION EXPENDITURES AS A PERCENT OF GENERAL FUNDS
1975-1980

	1975-1976	1976-1977	1977-1978	1978-1979	1979-1980
University of Maryland:					
College Park	0.75%	0.92%	1.44%	2.91%	3.12%
Baltimore City	2.58	0.84	4.04	1.05	1.42
Eastern Shore	2.58	2.50	2.61	2.14	2.32
Baltimore County	1.02	1.15	1.09	0.88	1.05
Cooperative Extension	0.00	0.00	0.69	0.69	0.69
General University	0.29	0.81	0.00	0.00	0.00
Total-Univer. of Maryland	0.80%	0.97%	2.20%	1.98%	2.19%
BTSUC:					
Bowie State College	0.95%	2.23%	3.95%	2.69%	2.40%
Coppin State College	1.51	4.24	6.28	2.67	2.76
Frostburg State College	1.51	6.50	6.20	4.25	3.50
Salisbury State College	1.06	2.45	3.02	1.93	1.86
Towson State University	0.57	2.50	2.69	2.11	2.05
University of Baltimore	0.05	2.77	4.37	4.03	4.11
Board	42.05	5.81	4.82	3.20	2.41
Total-BTSUC	2.43%	3.43%	4.07%	2.79%	2.58%
St. Mary's College of Md.	3.35	3.61	4.06	3.85	3.40
Morgan State University	2.38	2.25	2.65	2.19	1.78
Total-4-Yr. Colleges & Univ.	1.35%	1.71%	2.75%	2.23%	2.29%
Community Colleges:					
Allegany	0.46%	0.59%	N/A	0.78%	0.85%
Anne Arundel	2.76	1.55	1.62%	N/A	1.92
Baltimore City	1.78	1.63	1.42	1.76	1.81
Baltimore County	1.26	0.94	0.84	1.29	0.95
Cecil	2.32	1.67	1.97	0.55	1.03
Charles	1.56	2.37	2.89	2.49	2.47
Chesapeake	2.35	1.92	1.54	1.56	1.80
Frederick	2.91	1.26	1.34	N/A	1.39
Garrett	0.00	0.00	1.29	0.00	0.23
Hagerstown	1.04	1.22	2.46	1.61	1.64
Harford	2.33	3.26	1.01	1.96	1.59
Howard	0.52	2.48	N/A	3.72	0.35
Montgomery	0.64	0.81	1.01	1.81	2.23
Prince George's	1.05	1.16	0.98	1.26	1.36
Wor-Wic Tech	0.00	1.71	2.69	1.80	1.78
Board	10.41	8.76	4.00	2.09	1.86
Total-Community Colleges	1.41%	1.32%	1.21%	1.34%	1.59%
State Board for Higher Education	38.46%	35.40%	38.06%	34.71%	33.15%
GRAND TOTAL	1.48%	1.78%	2.57%	2.25%	2.34%

9/9/

TABLE 3

CHANGE AND PERCENT CHANGE IN DESEGREGATION FUNDS AND TOTAL GENERAL FUNDS - 1976-1900

	General Funds				Desegregation Funds			
	Appropriations		Change		Appropriations		Change	
	1976	1980	Amount	Percent	1976	1980	Amount	Percent
University of Maryland:								
College Park	$ 52,553,595	$ 66,616,897	$ 14,063,302	26.8%	$ 380,000	$ 2,079,370	$ 1,699,370	447.2%
Baltimore City	26,121,403	38,953,871	12,832,468	49.1	195,000	533,374	358,374	183.8
Eastern Shore	3,487,713	4,403,208	915,495	26.2	90,000	102,000	12,000	13.3
Baltimore County	10,765,677	13,885,540	3,119,863	29.0	110,000	145,972	35,972	32.7
Cooperative Extension	3,434,383	4,869,268	1,434,885	41.8	0	33,665	33,665	N/A
General University	1,719,597	4,334,011	2,614,314	152.0	5,000	0	(5,000)	(100.0)
Total-Un. of Maryland	$ 98,082,468	$133,062,795	$ 34,980,327	35.7%	$ 780,000	$ 2,914,381	$ 2,134,381	273.6%
BTSUC:								
Bowie State College	$ 5,031,268	$ 5,854,571	$ 823,303	16.4%	$ 47,633	$ 140,365	$ 92,732	194.7%
Coppin State College	4,420,614	5,269,481	848,867	19.2	66,834	145,291	78,457	117.4
Frostburg State College	5,512,726	7,779,768	2,267,042	41.1	83,189	272,000	188,811	227.0
Salisbury State College	3,985,025	6,619,637	2,634,612	66.1	42,228	122,839	80,611	190.9
Towson State University	13,573,303	18,010,987	4,437,684	32.7	77,506	368,673	291,167	375.7
University of Baltimore	2,891,804	5,205,412	2,313,608	80.0	1,400	213,806	212,406	1,517.2
Board	1,365,109	3,423,750	2,058,641	150.8	574,035	82,654	(491,381)	(85.6)
Total-BTSUC	$ 36,779,849	$ 52,163,628	$ 15,383,779	41.8%	$ 892,825	$ 1,345,628	$ 452,803	50.7%
St. Mary's College of Md.	$ 2,127,329	$ 3,452,808	$ 1,025,479	42.2	$ 81,279	$ 117,282	$ 36,003	44.3%
Morgan State University	9,004,718	12,640,392	3,635,674	40.4	214,125	224,872	10,747	5.0
Total-4Yr. Col. & Univ.	$146,294,364	$201,319,623	$ 55,025,259	37.6%	$ 1,968,229	$ 4,602,163	$ 2,633,934	133.8%
Community Colleges: (a)								
Allegany	$ 1,293,560	$ 1,269,582	$ (23,978)	(1.9)%	$ 5,900	$ 10,749	$ 4,849	82.2%
Anne Arundel	2,776,920	3,743,354	966,434	34.8	76,610	71,803	(4,807)	(6.3)
Baltimore City	4,556,660	4,663,642	106,982	2.3	81,109	84,617	3,508	4.3
Baltimore County (b)	9,822,880	10,810,589	987,709	10.1	123,422	102,829	(20,593)	(16.7)
Cecil	702,260	876,183	173,923	24.8	16,280	9,047	(7,233)	(44.4)
Charles	1,156,320	2,067,059	910,739	78.8	18,000	50,977	32,977	183.2
Chesapeake	558,220	1,267,124	708,904	127.0	13,145	22,759	9,614	73.1
Frederick	968,710	866,857	(101,853)	(10.5)	28,177	12,048	(16,129)	(57.2)
Garrett	607,940	790,430	182,490	30.0	0	1,812	1,812	N/A
Hagerstown	1,104,490	1,225,722	121,232	11.0	11,471	20,067	8,596	74.9
Harford	1,815,510	2,075,033	259,523	14.3	42,363	32,942	(9,421)	(22.2)
Howard	889,870	1,343,748	453,878	51.0	4,650	41,340	36,690	789.0
Montgomery	6,302,090	7,195,629	893,539	14.2	40,584	160,510	119,926	295.5
Prince George's	6,269,970	6,648,560	378,590	6.0	65,955	90,488	24,533	37.2
Wor-Wic Tech	13,719	442,202	428,483	N/A	0	7,848	7,848	N/A
Board	240,275	765,814	525,539	218.7	25,013	14,209	(10,804)	(43.2)
Total-Community Colleges	$ 39,079,394	$ 46,051,528	$ 6,972,134	17.8%	$ 552,679	$ 734,045	$ 181,366	32.8%
State Board for Higher Ed.(c)	$ 580,771	$ 1,498,965	$ 918,194	158.1%	$ 223,370(d)	$ 496,854	$ 273,484	122.4%
GRAND TOTAL	$185,954,529	$248,870,116	$ 62,915,587	33.8%	$ 2,744,278	$ 5,833,062	$ 3,088,784	112.6%

(a) Estimated at $730 per FTES for 1976 and at $797 per FTES in 1980 except at Cecil, Chesapeake, Garrett and Wor-Wic Tech.

(b) Includes Catonsville, Dundalk and Essex. (c) Excludes aid to Independents and Interstate Compacts. (d) Estimated.

9/9/81